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ABSTRACT

Designed for use by those interested in child care issues, this guide is a basic description of the state of child care in Ontario, Canada. Chapter 1 addresses the issue of the need for universal child care. Chapter 2, "Child Care Services in Ontario," discusses legislation governing child care, licensed and unlicensed child care, and who operates child care. Chapter 3 deals with the financing of child care in Ontario. Funding reforms and new directions for child care are described in chapter 4, "Child Care Policy in Ontario." Chapter 5, "What is Wrong with Child Care in Ontario," examines barriers to child care and highlights some of the progress made. Chapter 6, "The Arguments for Child Care" considers the opposition to day care and refutes the arguments. Chapter 7, "Advocacy," describes the purposes and procedures for lobbying. Child care related useful addresses are listed in chapter 8; the last chapter provides lists of readings and audio-visual resources. (BAC)

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A Guide to Child Care in Ontario

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ONTARIO COALITION FOR BETTER CHILD CARE

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Project Director
Kerry McCuaig

Available in Canada from:
Ontario Coalition for Better Child Care
500A Bloor Street West,
Toronto, Ontario M5S 1Y8
Tel: (416) 538-0628
Fax: (416) 538-6737

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Introduction

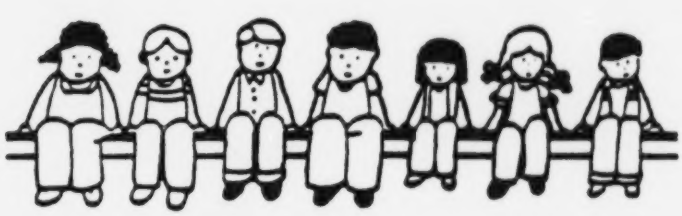
A Guide to Child Care in Ontario is designed for use by those interested in child care issues: parents, staff, advocates, students, educators, researchers and the media. It is a basic description of the state of child care in Ontario.

Child care in Ontario is a delicate balancing act. At any time, one of the props holding the act together could topple and the whole system come tumbling down. ***A Guide to Child Care in Ontario*** examines these props in detail. Imagine that child care programs are a tightrope supported by four wires: government funding; parent fees; child care staff subsidizing the system through low wages; and the enforcement of regulations. The wires have sagged over the years, and the entire apparatus needs an overhaul.

It has been widely recognized by child care advocates that the supply of child care is inadequate, there are too few subsidy spaces; the cost for parents who are ineligible for subsidies is too high and the burden of these inadequacies is largely being carried by child care staff and parent volunteers. The need for increased government involvement and support for child care services is generally acknowledged.

The concern about the ability of the government to keep pace with the changing needs for child care brought the members of the Ontario Coalition for Better Child Care together in the spring of 1981. Since then the Coalition has actively lobbied for changes to child care services. Over the past years we have grown in size and are now joined by many groups and individuals from around the province who are working together to improve child care policy.

We hope that this booklet will be of assistance to all readers in the important job of advocating for better child care.



Chapter 1 Why Do We Need Universal Child Care?

In 1990, Canada became one of 80 member nations of the United Nations to sign the United Nations Convention on the Rights of the Child. Canada was an active participant in drafting the Convention and in 1990, the Canadian Prime Minister co-hosted a special meeting to promote the Convention to the United Nations.

The Convention covers a wide variety of issues pertaining to children including access to health, education and protection from physical violence, maltreatment and neglect. Child care is explicitly recognized among these as a significant children's rights issue.

Ontario is also a supporter of the UN Convention on the Rights of the Child. Provincial policy recognizes the need for universally-accessible child care for all families who wish to use it. In 1987, the provincial government introduced *New Directions for Child Care* which committed it to "building a comprehensive child care system that will meet the needs of all citizens; a system that would move child care from a welfare connotation toward one of a public service."

In 1992 this pledge was repeated by then Minister of Community and Social Services, Marion Boyd. Boyd wrote in the *Toronto Star* that: "A service as essential and important as the care of children should be publicly funded and universally accessible, just as hospitals and schools are".

Good child care:
Part of the big picture

A Family Portrait

- In 1981 it took 56 - 80 hours of work per week to sustain a household. In 1970 it took 45 hours per week.
- In 1992, 58% of all women worked outside the home, compared to 45% in 1976.
- The largest increase in labour force participation has been among women with young children. In 1991 68% of women with children between 3 and 5 were working; 62% with a child under 3 were working.
- 71% of couples with children under 19 were dual earners in 1990.
- 80% of women in households where a man's income was between $10,000 and $20,000 were in the paid labour force in 1989.[1]
- The number of two-parent families living below the poverty line would increase by 78% if working women in those families withdrew from the workforce.[2]
- In 1986 only 12% of Canadian households consisted of a husband in the workforce and a spouse at home full-time.[3]
- In 1991 13% of families were headed by single parents.[4] 49% of women single parents with children under 16 were in the labour force in 1992.[5]

Good child care meets a number of interlocking needs:

Children Need Good Child Care: Research in child development has demonstrated that the quality of care a child receives can have a profound, long term impact on the child's development.

Women Need Good Child Care: Mothers have traditionally been the primary caregivers for young children. More and more of these mothers want to and need to join the workforce. Women cannot have equal opportunities for jobs and advancement in the workplace unless child care is widely available; they cannot work with good conscience unless the care available for their children is of high quality and there are opportunities for parent input and parent choice.

Parents Need Good Child Care: Parents need support for their child rearing responsibilities too. The demands of today's economy have placed families under ever-increasing strain. Recent studies indicate that even two-parent, middle and high income families are now experiencing the same stresses normally associated with sole parent families. A broad spectrum of full and part-time quality child care can help parents meet their caring responsibilities.

Society Needs Good Child Care: Early childhood education is crucial to the formation of young minds, attitudes and habits. In a period of social service cutbacks, high unemployment, falling real incomes and general economic uncertainty, young children are likely to suffer more than others. Expenditures on children's needs, it may appear, can be sacrificed with less immediate social cost. But this would be "short term gain for long term pain". Investing in early childhood education will pay large social dividends in the future.

Chapter 2 Child Care Services in Ontario

There are a number of uncoordinated child care services in Ontario. Some are regulated, meaning they operate under the *Day Nurseries Act*, which requires minimum standards and government inspections. Only 12% of Ontario's families are served by regulated child care. The remainder rely on informal arrangements, relying on family members (including older siblings), babysitting agencies, nannies, neighbours or family resource programs to meet their child care needs.

There is no system to help parents make informed decisions about their child care. A flyer in a supermarket, a sign in a neighbour's window advertising babysitting, a walk through the yellow pages are how many families start their search for child care. A recent survey discovered that most families found their child care arrangements through word of mouth.

Legislation Governing Child Care

Most families find their child care arrangements through word of mouth.

Child Care in Ontario is under the jurisdiction of the Ministry of Community and Social Services (MCSS). It is charged with developing policy and legislation, co-ordinating and planning, licensing programs, ensuring compliance with regulations, administering grants and some subsidies and providing on-going support.

Regulated or licensed child care operates under the Ontario Day Nurseries Act (DNA). A license is required for all child care and education programs with more than five children who are under 10 years of age and who are not siblings. Exceptions include schools, recreation programs run by a municipality and children's mental health centres.

Introduced in 1946, the DNA filled a void when the federal government repealed its war time child care program, the Dominion-Provincial Wartime Services Act.

The Day Nurseries Act is designed to ensure that all children attending licensed child care programs receive a minimum acceptable standard of care through a province-wide system of licensing and enforcement.

The DNA sets the minimum standards of care including health and safety, staff/child ratios, nutrition, physical environment, supervision and program planning. Standards are enforced though an operating license.

Other legislation also impacts on the operation of child care programs:

- The *Ministry of Community and Social Services Act*, provides grants for child care initiatives not covered under the DNA, such as resource centres and flexible service models.

- The *Child and Family Services Act* provides funding to purchase services from child care programs who serve children with special needs. The Act also outlines the legal requirements for reporting suspected child abuse.

- The *Health Promotion and Protection Act* lists requirements for food preparation, hygiene standards and health inspections. In addition, the Act sets out requirements for reporting and controlling communicable diseases and for the immunization of children and staff. The responsibility for implementing this Act is assigned to local public health authorities.

- The *Fire Marshals Act* requires annual inspection of programs and fire drill routine.

Licensing, Monitoring and Enforcement

Licensing and enforcement is the responsibility of program advisors who work out of 16 area offices situated across the province,operated by the Ministry of Community and Social Services. Their work includes visiting, inspecting and evaluating child care programs, pre-licensing visits, licensing renewal, complaint investigation and follow up of serious occurrences. Advisors are responsible for sharing information with programs, providing advice, support and public education. They are responsible for investigating public complaints and illegal operations.

License Renewal

Renewal of a child care program's license is dependent upon an annual ministry inspection. The program advisor works with a check list which requires her to review the program's operations including: an examination of policy and procedures; record keeping, including attendance of children; a review of staff qualifications to ensure that proper staff/child ratios and group sizes are maintained; inspecting the premises for appropriate space, lighting, cleanliness and appropriate equipment and toys. The advisor would also check menus and program activities; review children's immunization records and ensure there is first aid equipment and procedures in place for the proper storage and dispensing of medicines.

Approximately 600 of the 2,850 programs operating in Ontario had provisional licenses in 1990.

The legislation also provides for provisional licenses, for a period of up to one year, which can be issued to a program which does not meet the requirements of the Act. This grace period gives the operator time to comply with the work orders issues by the ministry. Approximately 600 of the 2,850 programs operating in Ontario had provisional licenses in 1990.

The Child Care Branch is the policy arm of child care. It is located in the Family Services and Income Maintenance Division of MCSS. The Child Care Branch is responsible for planning and developing child care policies and facilitating the development of new programs and services.

Maximum group size and staff/child ratios

The DNA determines the maximum number of children which can be cared for in a room i.e. the maximum group size. It also stipulates the number of staff required for the age group of the children. For example a staff/child ratio of 1:3, means there must be at least one staff available for every three children between the ages of 0 - 18 months.

Age	Staff/child ratio	Maximum group size
0-18 months	1:3	10
18 mos. - 2.5 yrs	1:5	15
2.5 - 5 yrs	1:8	16
5 - 6 yrs	1:12	24
6 - 10 yrs	1:15	30

In integrated child care programs (i.e. programs which also serve children with special needs), the program must have one resource teacher for every four children with special needs.

Inadequate Enforcement

A ministry review of enforcement practices under the DNA was conducted in 1987. The review found that a section of the Act which allowed for renewed licensing under a "director's discretion" was leading to wide interpretations of DNA regulations and inconsistent practices across the province. It also found that there were too few provincial program advisors to keep pace with the rapid growth in child care. Since 1987, the number of child care programs has increased dramatically, while the number of program advisors has actually decreased.

What is a License?

The license of a child care program must be prominently displayed where everyone can see it.

A license contains the name and address of the license holder. It will state what ages of the children the program provides care for and the number of spaces available. It will state the number of staff, and the number of trained staff.

A regular license is white. A provisional license is yellow.

There are special staff/child ratios for programs that exclusively serve children with special needs:

Age	Staff/child ratio	Maximum group size
2 - 6 yrs	1:4	4
6 - 18 yrs	1:3	3

Staff qualifications

Minimum Training

Group Programs

Supervisor
ECE and 2 years experience

ECE
2 year diploma

Teaching Assistants
no training requirement

Resource Teacher
2 year ECE plus specialization and first aid certificate

Home Child Care

Home Visitor
2 year ECE diploma

Home provider
must be at least 18 years old, no training requirement

In child care centres, supervisors must have a two-year diploma in Early Childhood Education (ECE) and at least two years experience working with children the same age as the children in the program where she is to be employed as supervisor. The hiring of a supervisor must be approved by the Ministry.

A supervisor in a program with 7 or more full time staff is not counted as part of the staff/child ratio. She is mainly occupied with administrative issues, although she may work directly with the children on a relief basis. If there are less than 7 staff in a program the supervisor is counted as part of the staff/child ratio.

- In programs with fewer than 5 staff, the supervisor works full time on the program.
- In programs with 5 or 6 full time staff, the supervisor works part time on the program.

One staff person with each group of children must have an ECE diploma or equivalent. No training is required for assistant teachers.

A resource teacher works with children who have special needs. Resource teachers must hold an Early Childhood Education diploma or its equivalent and have completed a post-secondary program on theoretical approaches and the practical care of children with special needs.

One resource teacher is required for every four children with special needs. If working with children with multi-handicaps, the teacher must also hold a Red Cross or St. John's Ambulance certificate in first aid.

Regulated Home Child Care

The province licenses home child care agencies which then contract with individual home care providers who care for children in their own homes.

A provider may care for up to five children under the age of 12, including her own children under 6. No more than two of the children may be under age two or three under age three.

Home child care providers must be 18 years or older. No training is required except for a first aid certificate if the provider is working with children who have special needs.

The home day care agency is expected to conduct visits of providers' homes at least twice a year. Home visitors must hold a ECE diploma or its equivalent.

What Exists: Licensed Child Care

Group Programs

There are 2,850 licensed child care centres in Ontario serving 142,752 children from infancy to twelve years of age. Most offer full day care. Part-time nursery schools and programs for children outside school hours are also available.

Group Child Care: A group child care setting provides full and (sometimes) part time child care services. Group child care programs may offer care for children 0 - 12 years of age.

Infant Child Care: Enrolls children under thirty months of age.

School-age Care: Care for school-age children before school begins, during the lunch period, after classes and on days when school is not in session. Ages: 6 to 12.

Workplace Child Care: Child care provided at or near a parent's place of work either by the employer or in co-operation with the employer.

Nursery School: Regular pre-school program most often operating for a half-day.

Nursery School for Children with Special Needs: Serves pre-school children with special needs, operating for not more than six hours a day.

Integrated Day Nursery: Program for pre-school children with special needs in an integrated licensed child care setting.

Developmental Centre: A facility for school-age children with special needs.

Licensed Home Child Care: There are 128 provincially-licensed private home agencies which provide care to approximately 13,000 children in Ontario. These agencies match families and care providers. Home visitors, hired by the agencies, monitor the homes as required by the Day Nurseries Act.

Incorporation

Incorporation is the legal recognition of an organization as a corporation.

Why should child care programs incorporate?

- **Promotes continuity**
  An organization will continue to operate even though the people in it change.

- **Reduces liability**
  Members of the group will be limited from personal liability for the operation's debts or obligations.

- **Eligible for grants**
  Only incorporated non-profit operations are eligible for provincial capital and wage subsidy grants.

Directors' Legal Obligations

Boards of directors for incorporated not-for-profit child care centres are LEGALLY responsible for the management and accountability of the program. This does not mean that board members will be sued for every problem, debt or error in judgement. Board members who try to act responsibly and always keep the interests of the centre primary, are not likely to be found negligent even if mistakes are made. Incorporation protects individual board members from personal liability as long as decisions are well thought out and the organization has the necessary financial resources.

Board members may be held responsible if they knowingly contravene corporation legislation, the Day Nurseries Act, or other relevant legislation or mishandle finances so that the organization is unable to meet its financial obligations. They may also be held responsible for contraventions that they were unaware of through neglect.

Kindergarten: Falls under the Ministry of Education. Boards of Education are required to provide early childhood education for children 3.8 to five years. Attendance at kindergarten is non-compulsory, yet about 90% of Ontario families use kindergarten programs where they are available. There are no fees charged. In some regions, Boards of Education are using child care facilities to provide kindergarten programming. In these cases the child care program is open to all children during the "kindergarten hours". Teaching is provided by Ministry of Education certified teachers.

Who Operates Child Care?

Individuals or for-profit corporations (usually called commercial or for-profit operators), non-profit programs incorporated under the Corporations Act, multi-service agencies, municipalities, community colleges, Indian bands and school boards are eligible to hold a license to operate child care in Ontario.

The Corporations Act, Part 111 requires boards of directors of at least 3 persons and annual financial audits. It stipulates a quorum of at least two-thirds of the directors before decisions may be made.

The *Corporations Act, Part 111* legislates the incorporation of non-profit child care programs.

This Act requires boards of directors of at least 3 persons and annual financial audits. It stipulates a quorum of at least two-thirds of the directors before decisions may be made. Any changes to a Board of Directors, officers, or the address of the organization must be filed with the Ministry of Community and Consumer Relations. The Ministry has promised additional guidelines for non-profit boards. The new rules will include strengthen provisions which prevent individuals from profiting from their participation on a child care board.

Community-Based Parent Boards

Child care programs run by parent-boards fall under the Corporations Act. A parent-board has representation from parents using the child care program, but it may also have members of the community in addition to representatives from the school, church, community centre or workplace where the child care program is located.

The Board is required to adopt by-laws. These by-laws determine who are members of the "corporation". They stipulate how the board operates and who it is accountable to. The by-laws will state the members of the board, their titles and responsibilities. By-laws also establish the procedures for the election of new board members and their term of office.

An incorporated board is required to adopt by-laws. They stipulate how the board operates and who it is accountable to.

A parent-board may operate one child care program or a number of programs in different locations. In this case, the board operates what is called an umbrella agency. Parent boards may operate group care, home care or family resource programs. A single board may operate more than one type of program.

Parent Co-operative

Child care programs that are managed by a boards of directors made up of at least 50% parents and wishes to be a co-operative fall under the *Co-operative Corporations Act*. Co-operatives may also operate child programs under an umbrella board.

Other non-profit organizations also operate child care:

- Community colleges operate group child care programs to provide a training environment for students studying for their ECE diploma.
- Sixty-nine Ontario municipalities directly operate 197 child care programs, including child care centres, home child care agencies and family resource centres. They are operated by municipal staff supervised by a "Director of Children's Services". The director is reponsible to the elected municipal council. Municipalities often provide child care in areas where there is a high need and the community is unable to undertake the operation of a program.
- Multi-service agencies, i.e. agencies which offer a number of community programs from recreation, to elder care, to support for new Canadians, also operate child care. The 'Y' is a multi-service agency which operates a large number of child care programs in Ontario.
- Registered non-profit charities such as churches, cultural groups or private educational institutions operate child care.
- A change to the Education Act (1993) now makes it possible for school boards to directly operate child care programs.
- Indian Band Council operate 42 child care programs all located on First Nations' reserves.

Commerical Child Care

A for-profit corporation, or an individual, may be licenced to operate child care. About 26% of the child care spaces in Ontario are "for-profit".

Parental Involvement

Questions or concerns a parent has with her child's program should be first referred to the staff or operator. If the problem is not resolved, or if it is of a serious nature such as deliberate violation of regulations or suspected child abuse, the complaint should go to the ministry.

Parental involvement is not required by legislation but government policy requires that each regulated child care service have a written statement regarding parent involvement.

Programs which are not operated by parent-boards usually establish parent advisory committees to facilitate communication with parents.

Every program should have a parent handbook which outlines the philosophy of the program and how these goals are achieved on a day to day basis. In addition to outlining the program's responsibilities to the parents and child, the handbook should state what is expected from parents regarding enrollment procedures, fees, pickup and drop off times, the provision of clothing, diapers, food, etc.

Questions or concerns a parent has with her child's program should be first referred to the staff or operator. If the problem is not resolved, or if it is of a serious nature such as deliberate violation of regulations or suspected child abuse, the complaint should go to the ministry. The blue pages of the telephone directory will list the number of the closest Ministry of Community and Social Services area or district office.

There is not Enough Child Care

- Child care was needed for an estimated 1-million children in Ontario. There are licensed full time spaces for only 142,752 children.

- Approximately 28% of preschool and school-age children needed care that would accommodate their parents' irregular work schedule that varied from day to day.[1]

- Of all children who required care in 1988 while their parents worked, only 14% of children under age 6, and 7% of children age 6-9 were cared for in a licensed centre or regulated family home.[2]

- 52% of families with preschool children were composed of dual-earner couples or employed sole-support parents.[3]

- There were 60,830 domestic workers in Ontario in 1990, caring for on average two children each. 97% of domestic workers are women who earn minimum wages.[4]

- While neither were adequate, 1992 Canadian public spending on seniors was 2.7 times greater than on young children.[5]

While the ministry has the power to enforce legislation, it has no control over the internal operations of the program. Unlike school boards which must provide a learning opportunity for every child in the community, child care programs have the right to refuse admittance to a child, and parents can be asked to withdraw their child from a program at any time.

While the ministry has the power to enforce legislation, it has no control over the internal operations of the program. Child care programs have the right to refuse admittance to a child, and parents can be asked to withdraw their child from a program at any time.

Unlicensed Child Care:

Resource Centres

The Ministry of Community and Social Services funds 188 family resource centres. Another 100 are funded by school boards, community agencies or the Ministry of Health. Resource centres were first funded in 1982 under the provincial Conservative government as a cheaper response to providing regulated child care.

Resource centres provide drop-in programs for parents and licensed and unregulated caregivers. Some provide short-term child care on an emergency basis. They respond to community need providing toy lending libraries, information for parents, counselling, networking, clothing exchanges, nutrition programs, etc. Resource Centres are not regulated under the DNA.

Babysitting/Care by Relative/Informal Care: Care for children provided in the parents' home or in the home of a babysitter on an unlicensed, unregulated basis (also called unlicensed, unregulated or unsupervised care).

Drop-In Centre: A place for parents (or caregivers) to be together with their children. There may be a specific activity program for children, resources, parenting, group discussions and toy-lending libraries. They can be located in schools, community centres, YMCA/YWCA's, public libraries or storefront locations.

Work-Related Child Care: Child care services provided in connection with a parent's place of work usually with some financial contribution from the employer and/or trade union. May be a special arrangement made with an existing child care centre, an information and referral service or a system of vouchers used to help parents pay for child care in their own community.

Playgroups: Group programs for 1-5 half days per week. Often involves parents getting their children together for a regular play experience with other children and taking turns supervising.

Emergency and sick child care: Programs for parents to use on a short-term emergency basis when the parent is ill or facing an emergency, when the regular caregiver is ill or when the child is ill. These include group programs, in-own-home programs or family day care programs organized on a short-term basis.

Child Care in Ontario: the Facts

Licensed Child Care Enrolment Trends

Year	Centre Enrolment	Home Care Enrolment	Total Enrolment
1987	105,004	9,182	114,186
1990	128,258	11,761	140,019
1991	125,742	12,884	138,625
1992	129,752	13,000	142,752

Total enrolment is always higher than the number of licensed spaces. Some children attend on a part-time/half day basis and so share the same licensed space.

Statistics on Centre Care (September, 1993)

	Licensed Spaces	%	Number of Centres	%
Indian Bands	1,353	1	42	1
Municipal	9,648	9	197	7
For-profit	29,273	26	605	23
Non-profit*	68,549	64	1,960	69
Total	108,823	100	2,804	100

For-profit centres established after December 1987, do not receive government funding and are excluded from this total.
**Charitable corporations, approved corporations and non-profit corporations.*

Licensed Home Child Care

	Number of Agencies	Number of Children Served
Non -profit	88	
Municipal	21	
For-profit	9	
Total	128	13,000

Number of Child Care Resource Centres: 188

Estimated Number of Staff

	Estimated Staff (*FTE)
For-Profit	4,500
Non-Profit	14,500

** Full Time Equivalent. Many staff work on a part-time basis and so the actual number of staff employed in child care services is higher than the number of full time equivalent positions. This estimate includes teachers, cooks, caretakers, and other support staff. The estimated staff for the non-profit sector includes staff in municipal and community college services (2,000) and child care resource centres (500).*

Source: Day Nurseries Information System

Chapter 2: Endnotes

1. Donna Lero et al. *Canadian National Child Care Study*, Statistics Canada, July 1992.

2. Donna Lero, above.

3. Donna Lero, above.

4. Figures from INTERCEDE, the Toronto Organization for Domestic Worker's Rights.

5. Ng, Edward, "Children and Elderly People: Sharing Public Income Resources", *Canadian Social Trends*, Statistics Canada, Summer 1992, pg. 15.

Chapter 3 The Financing of Child Care in Ontario

Approximately $920-million a year is spent on child care in Ontario and parents pay the majority of this amount.

Unlike other public programs such as health and education which are entirely supported by tax dollars, child care is a user-pay service, sharing many similarities with a small business. The management of a child care program must ensure that parent fees equal expenses. Because fees have to cover the cost of the service, and child care is expensive, fees are high.

Parent fees are subsidized by all three levels of government for families who are eligible for fee assistance. The provincial government also provides a Wage Subsidy Grant and pay equity payments which contribute funding to child care programs.

Despite many years of advocacy for a national child care program, Canada has no child care policy. The federal Conservatives promised a national program during both their 1984 and 1988 election campaigns, however this commitment was scrapped in 1992. In 1993, the Liberal government made child care part of its election promise raising hopes that child care will find its way on to the national agenda once again.

In the absense of a national policy, child care not only varies from province to province, but also from municipality to municipality.

Federal Government

The federal government provides financing through four mechanisms. These measures totalled over $1-billion in 1992.

The **Child Benefit** consolidates the Child Tax Credit Supplement ($340-million) for low income families and the Child Care Expense Deduction ($300-million) for the receipted child care expenses of working parents.

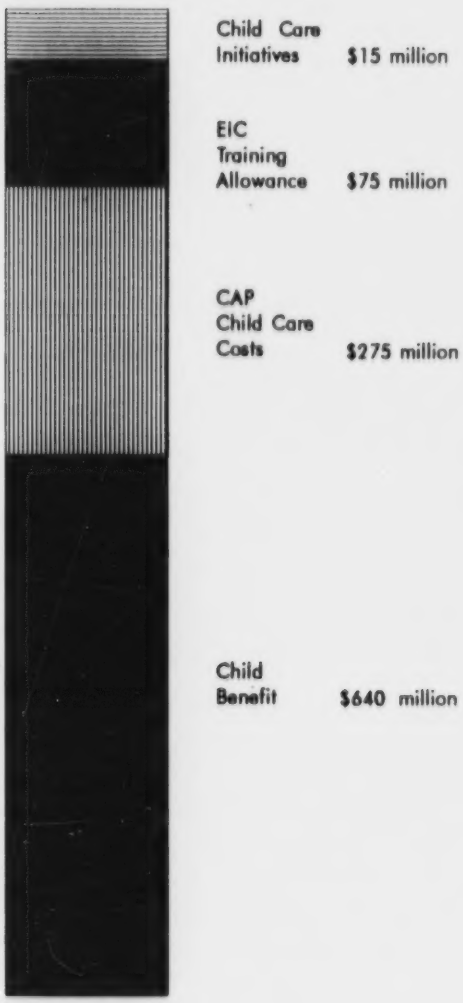
Under the **Canada Assistance Plan**, the federal government shares in the child care expenditures made by provinces/territories for low income families (approximately $275 - million).

Under **Employment and Immigration Canada** training programs the government shares in the child care expenditures made by provinces/territories for low income families (approximately $75-million in 1992.)

The **Child Care Initiatives Fund** contributed $15-million towards funding demonstrations, research, innovations in child care and public awareness (ends in 1994).

Under the **Indian Welfare Services Agreement** the federal government cost-shares provincial expenditures on child care and other social services on Indian Reserves. Indian Affairs reimburses 95% of provincial expenditures. There are approximately 80 child care programs for over 1,000 First Nations communities in Canada. The federal government paid $8-million for Native child care in 1992.

1992 Federal Government Expenditures on Child Care


Child Care Initiatives $15 million
EIC Training Allowance $75 million
CAP Child Care Costs $275 million
Child Benefit $640 million

Total $1.005 billion

Source: Government of Canada, Children Matter, May 1992

Canada Assistance Plan

The Canada Assistance Plan (CAP) was created in April 1966 and authorizes the federal government to enter into agreements with the provinces and the territories to share the cost of providing social assistance and welfare.

The federal government provides 50% of funding for social assistance payments and social services to persons in need. Such services are designed to lessen, remove or prevent poverty, child neglect or dependence on public assistance. They include child care, homemaking and home support, counselling and referral services for children in need of protection, adoption services, rehabilitation and community development services for members of communities in need.

Important Features of CAP

- Jurisdiction for child care is provincial. The federal government does not require provinces to provide child care.
- The Canadian Assistance Plan does not fund child care programs. Rather it allows federal cost sharing only to subsidized the child care costs of low income families.
- CAP is open-ended. It places no limit on the amount of provincial dollars the federal governement will cost share.* (See the Capping of CAP).
- Child care subsidies under CAP are not mandatory. Provinces are not required to subsidize child care for all families who are eligible.

According to the provincial government funding estimates, the ceiling on the Canada Assistance Plan has led to a shortfall in Ontario's share of CAP funds by approximately $ 1.7-billion.

The Capping of Cap

The federal government spent approximately $275-million on child care funding through the Canada Assistance Plan in 1991-1992. In 1990, it restricted its spending under the Canada Assistance Plan by limiting its cost-sharing with Ontario, Alberta and British Columbia. These provincial governments are now able to claim only a 5% increase in costs over the previous year for all social assistance.

According to the provincial government funding estimates, the ceiling on the Canada Assistance Plan has led to a shortfall in Ontario's share of CAP funds by approximately $ 1.7-billion.

The federal government's decision to place a ceiling on the Canada Assistance Plan for welfare programs, including child care subsidies, was a fundamental shift in federal responsibility for low income Canadians.

The Future of CAP

Funding for Canadian social programs is now under review by the federal government. New legislation is expected in the fall of 1994. It is expected that CAP will be replaced by a new cost-sharing arrangement with the provinces.

The Child Benefit

In place of a national child care program, the federal government announced a consolidated tax deduction in 1992. Child care advocates have been critical of using the tax system as part of child care policy. Tax deductions do not create child care services, in addition they tend to favour wealthier families.

Effective January 1993, the proposed Child Benefit consolidated the existing Family Allowances, non-refundable Dependant Child Credit and refundable Child Tax Credit into single monthly payments.

The federal government claims that a unified child tax benefit will bring greater financial resources to children, especially for those in lower income working families.

Under the new Child Benefit, families on social assistance or with very low income get some new assistance. Middle and upper income earners benefit through increased tax deductions for child care expenses and reductions in the federal surtax. The limit for the child care deduction will increase by $1,000. The new limits will be $5,000 for children aged 6 and under and $3,000 for children aged 7 to 14.

Although the poorest families in Canada benefit from this scheme, lower to middle income families have been left to fend for themselves. Under this proposal a family of four would have to earn over $100,000 to take advantage of the extra $1,000 tax deduction. A poor family would have to earn under $20,000 to be eligible for the full $1,200 tax credit. A moderate income family would be ahead by $44 a year.

Universality of children's benefits effectively ended when the federal government targeted direct benefits while at the same time enhancing benefits available through the child care tax deduction and the reduction of the surtax on high income earners. Families with incomes above $ 70,000 get no child benefit. According to research compiled by the Social Planning Council of Metropolitan Toronto about 40% of families living in Metro would not qualify for the Child Benefit. Only high income families with significant child care expenses will get increased benefits under the new system.

Parent Fees

Parent fees continue to be the main source of funding for child care programs. The majority of families pay the per diem rate for their child's care.

Parent fees vary across the province, affected primarily by the age of the child, staff wages, and assistance from the program sponsors. Overall, parent contributions for child care total about $450-million. (*Setting the Stage, 1992*).

Rosa May Children's Centre Operating Budget

Revenue		
Fees:		
	"Full fee" parents*	356,117.00
	Municipal subsidy payment	80,797.00
	User Fees**	46,686.00
Direct Provincial Government Funding:		
	Direct Operating Grant	55,000.00
	Wage Enhancement Grant***	27,000.00
	Pay Equity Downpayment	6,000.00
Total Revenue:		$571,600.00
Expenses		
Salaries:	Supervisor/Director	45,000.00
	10 ECE Staff	317,677.00
	1 Cook	27,000.00
Casual Replacement Staff (10% salary cost)		36,540.00
Benefits (12% salary cost)		43,848.00
Administration (Bookkeeping)		3,600.00
Repairs and Maintenance		2,000.00
Cleaning & Housekeeping (4hrs.day@$10hr.)		9,600.00
Food ($2.80/day x 260 days x 61 kids)		45,000.00
Program Supplies		18,000.00
Insurance		2,200.00
Office Supplies & Telephone		2,500.00
Audit		1,300.00
Promotion & advertising		900.00
Staff Development		5,000.00
Transportation		1,800.00
Membership Fees		1,000.00
Equipment		4,000.00
Total Expenses:		$556,965.00

* *No family pays the full cost of their child's care. All fees are subsidized through direct government funding.*

** *User fees are a levy on subsidized families. They are set by the municipality but are collected by, and remain with, the program.*

*** *The Direct Operating and Wage Enhancement grants have now been collapsed into the Wage Subsidy Grant.*

Calculating the Per Diem Rate

The Rosa May Children's Centre is a group child care program offering child care from 7:30 a.m. to 6 p.m. for 61 children:

10 infants	(0-18 months)
15 toddlers	(18 months to 2 1/2 years)
24 preschoolers	(2 1/2 to 4 years)
12 kindergarten	(5 years)

The program has been given space in a school rent free. Its 1993 program costs are shown on the preceding diagram.

Having determined the expenses of the child care program, the fees are calculated by first deducting the provincial funding, then dividing the number of children and the number of days of service into the balance:

Per diem rate: ***The daily rate a program charges parents for their child's care.***

25 infants and toddlers x $40 a day x 260 days = $249,600
24 preschool x $28 day x 260 days = $174,720
12 kindergarten x $19 a day x 260 days = $59,280

Total fees = $483,600

"Full fee" parents pay the per diem rate set by the child care program. The municipality pays the program for the families it has agreed to subsidize. Families receiving subsidies pay a user fee directly to the program. Provincial funding, plus parent fees, paid directly by parents and by municipalities on behalf of subsidized families, are the only regular source of revenue the program has.

This centre will end the year without a deficit as long as enrollment remains full and there are no major unpredicted expenses.

Salaries and benefits account for 85% of this budget. If salaries are raised, fees will also have to rise. The attempt to keep fees affordable acts as a downward pressure on the wages of child care staff.

Average Salary Scale

POSITION	CENTRAL REGION	EASTERN REGION	NORTHERN REGION	SOUTH WESTERN
DIRECTOR				
HIGH	$56,000	$50,000	$45,000	$34,000
AVERAGE	$37,000	$32,000	$32,000	$29,000
LOW	$30,000	$28,000	$20,000	$26,000
ASSISTANT DIRECTOR				
HIGH	$34,000	$30,000	$29,000	$29,000
AVERAGE	$30,000	$28,500	$27,000	$26,000
LOW	$28,000	$27,000	$25,000	$25,000
EARLY CHILDHOOD EDUCATOR				
HIGH	$35,000	$32,000	$24,000	$29,000
AVERAGE	$29,000	$27,000	$23,000	$24,000
LOW	$25,000	$23,000	$20,000	$22,000
ASSISTANT TEACHER				
HIGH	$27,000	$23,500	$19,000	$22,000
AVERAGE	$23,000	$21,000	$18,000	$21,000
LOW	$17,500	$17,000	$17,000	$17,000

** The above scale was adjusted to include the $2000 Wage Enhancement given to the staff in non-profit centres as well as the Direct Operating Grant.*

Source: Association of Early Childhood Educators, Ontario Salary Survey, February 1992

Provincial Funding

Fee Subsidies

In 1993 the provincial government subsidized approximately 60,000 child care spaces. The cost of child care subsidies is shared between provincial and municipal governments. The subsidy system is a bureaucratic and expensive method of financing child care. It is a system that doesn't meet the needs of either child care programs or parents.

The number of subsidies falls short of need. At the end of 1993 there were over 16,000 eligible families waiting for a subsidized child care in Metro Toronto alone.

Thousands of families who are eligible for fee assistance do not receive it. A study commissioned by the Special Committee on Child Care compared the percentage of families with preschool children eligible for full or partial child care subsidies with the percentage of families actually receiving fee subsidies in Canada.

Only 29% of the preschool children of working parents eligible for a full child care subsidy in 1987 were actually receiving it. In Ontario, only 12% of preschool children eligible for full subsidy received it; and only 10% of all families eligible for either full or partial subsidies, received them.

The majority of subsidies in Ontario are administered by municipalities. Municipalities access child care subsidies by entering into agreements with the province. The agreement contains the number of subsidies the province is willing to fund in the municipality. For every 20 cents the municipality puts up for child care subsidies, the province will match it with 80 cents.

The Child Care Dollar: How the subsidy dollar is divided

Federal Government	Provincial Government	Municipal Government
Canada Assistance Plan	Ontario Day Nurseries Act	Child Care Subsidy Contribution
$.50	$.30	$.20

Since the Canadian Assistance Plan was capped, the federal government no longer cost-shares child care subsidies in Ontario.

Many municipalities offer no child care subsidies, leaving regions of the province without access to regulated child care. Municipalities who do participate, establish their own procedures and fee assistance guidelines. Differing guidelines mean that a family in one municipality may receive a subsidy while a family in the same circumstances in a neighbouring municipality may not be eligible.

Child care programs are in turn paid by the municipalities. Through "Purchase of Service Agreements" with child care centres and home child care agencies the municipality purchases child care for families it has approved for subsidy. Essentially, the municipality pays the programs on behalf of parents who cannot afford the per diem for their child's care.

There is no provincial minimum user fee for subsidized families, but a minimum fee is often charged by individual municipalities and varies between them.

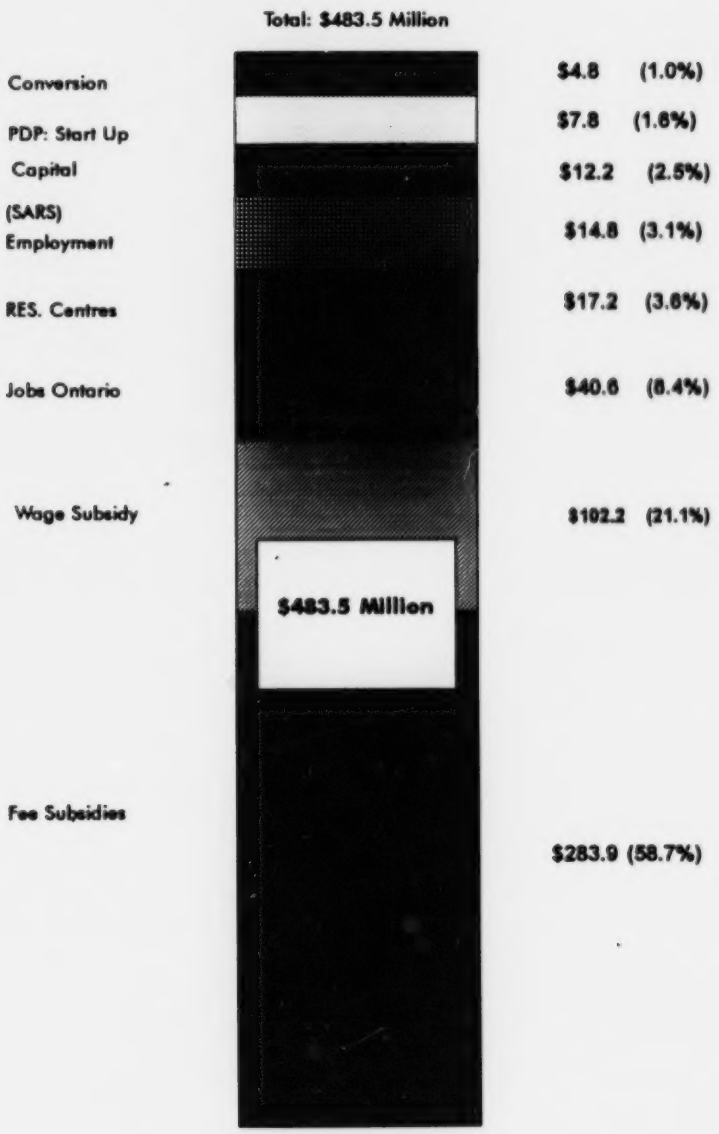
There is no provincial minimum user fee for subsidized families, but a minimum fee is often charged by individual municipalities and varies between them. Provincial legislation permits subsidization up to the full cost of the program. However in practice municipalities tend to set maximum subsidy rates. Municipalities will often refuse to pay the actual costs that a program incurs for child care. This can lead to programs refusing to accept families on subsidies, or can build resentments between subsidized and "full" fee families when the latter are forced to pay higher fees to cover the municipal shortfall. Municipalities may allocate a specified number of subsidized spaces to particular programs or may allow the parent to choose the program.

In some cases where a municipality is unwilling to enter into cost-sharing arrangements, the province will designate individual programs as **approved corporations**. In this case the province contracts directly with the program to purchase child care for subsidized families. Approved corporations receive only 80% of the subsidy cost from the province. The remaining 20% is charged to parents or fund raised.

A similar arrangement exists for Indian Bands. The province allocates a certain amount of funding for child care subsidies. The Bands provide the remaining 20%.

Declining provincial funding to municipalities has taken its toll on child care. Because child care is a discretionary service, (i.e. unlike general welfare assistance, municipalities are not required to provide child care) it tends to be one of the first programs affected during municipal budget cuts. Over the past two years alone municipalities have closed their directly-operated programs, cut the number of available subsidies or frozen payments to child care programs.

1992/93 MCSS
Child Care Expenditures (EST.)
(Operating and Capital)



Provincial funding from the Ministry of Community and Social Services.

How to get a Subsidy

To start the process, contact Children's Services in the Community Services department of your municipality/ region. The number can be found in the municipal listings in the blue pages of your phone book. Some municipalities do not offer child care subsidies, if this is the case in your area, call the local Area Office of the Ministry of Community and Social Services in the Province of Ontario listings of the blue pages.

Ask for an appointment with an Intake Worker who will assess your need for a subsidy.

Subsidies are only available for licensed child care. They are not available to pay babysitters, family members etc. Some government training programs through Canada Manpower and some provincial training programs do provide babysitting vouchers. Only parents in the training programs are eligible for these vouchers.

Depending on the outcome of your interview you may receive a full subsidy or a partial subsidy. A partial subsidy requires you to pay a portion of the child care fee. In some regions, even with a "full subsidy" parents are still required to pay a "minimum fee".

If you are eligible for a subsidy, your name will be placed on a waiting list. Some municipalities have a regional waiting list. Others require that parents put their names on the list with individual programs. Some municipalities give parents a choice of where to place their child, others direct the parent to a particular program. Some programs charge a fee to parents on the wait list.

Wait lists can be very long -- a year or more -- you may be required to check in regularly with the subsidy office to indicate you are still interested in child care subsidy. Check with you subsidy office on the requirement for your area. If your file is not renewed, your name will be dropped from the list and you will be required to start the entire process again.

In preparation for the meeting with the Intake Worker you will need:

- Ontario Health Card and Social Insurance Card
- Proof of Canadian citizenship or landed immigrant status.
- Two consecutive payslips of both parents, where applicable. Each pay slip must show gross pay, deductions and net pay for one or two weeks of employment.
- Statement regarding student awards, bursaries or fellowships. Tuition receipts, start and completion date of courses. (In some municipalities students are not eligible for subsidies.)
- Statement of Manpower (or other) Training allowances.
- Proof of General Welfare Assistance or Family Benefits Allowance number and amount.
- Proof of any other income: rental, child support, boarder income, etc.
- Proof of assets, including all bank books or statements, credit union statements or trust funds, showing current balances, stocks, bonds, RRSPs, etc.
- Birth certificates for all children for whom you are applying for a child care subsidy.
- Receipts for current dental, drug or optical charges.
- Proof of outstanding debts and debt payments.
- Proof of insurance payments -- house, occupancy or life.
- Lease, rent receipt, or statement of mortgage.
- Property tax bill
- Proof of costs for heating, electricity, water etc.
- Name, complete address and phone number of a contact person in case of emergency.
- Family doctor's name, complete address and phone number.
- Your complete address including postal code
- Support letter if referred by a doctor or agency.

Self Employed Parents (not eligible in some municipalities).

- Latest Income Tax return for both parents
- A Balance Sheet showing assets and liabilities and an Income and Expense Statement for the last six-month period. These statements must be prepared by an independent accountant.

(Note requirements vary from municipality to municipality. Ask what documentation is required when you make your appointment)

The funding squeeze has forced many programs to close, downsize or to accumulate deficits. According to the Ministry's Central Management Plan 174 programs closed in 1993.

Getting a Child Care Subsidy

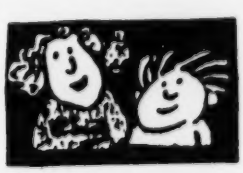
Subsidies do not work for parents either. During the 1992 province wide consultations on child care reform one of the strongest requests for reform came from parents wanting changes to the subsidy system. All parents want good quality, safe care for their children while they work or study. They are often subjected to an humiliating ordeal in their quest to get it.

Sometimes parents applying for a subsidy must reveal intimate details about their personal lives since some municipalities prioritize families according to their situations ie. abused mothers, single parents, families in crisis, etc.

Many municipalities administer child care subsidies through their welfare offices. In most respects the process is similar. An application for subsidy is followed by an interview with a municipal intake worker where all details of the family's finances are scrutinized and questioned. Sometimes parents applying for a subsidy must reveal intimate details about their personal lives since some municipalities prioritize families according to their situations ie. abused mothers, single parents, families in crisis, etc.

Having been assessed, and if they pass the eligibility test, parents are then put on waiting lists. The wait for care can take over one year. Different municipalities have different criteria for how long they will maintain a family on the waiting list. Most require the family to contact the subsidy office every 4 months to indicate they are still interested in a child care space, should a subsidy become available. Once in a program, parents are required to report for a regular review of their file.

During the public consultations parents receiving subsidies reported feeling less involved in their child's program. They felt their views were not given equal consideration. They were reluctant to voice complaints and felt less welcomed to serve on parent board of directors than "full fee" parents.



The Direct Operating Grant

In 1987, the provincial government announced the release of the Direct Operating Grant as part of *New Directions*. The Direct Operating Grant was to provide direct funding of child care services with priority given to improve the salaries of staff. The grants vary according to the age of children in the program. They average $3,000 per staff member per year.

Improving staff salaries through the Direct Operating Grant helped programs attract and retain qualified staff, while reducing the pressure on parents' fees.

The release of the Direct Operating Grant was an initial step toward the provincial government providing direct base funding to child care programs.

Initially, the provincial government provided the Direct Operating Grant to non-profit programs only. It was prepared to extend the grant to commercial programs, provided the federal government removed the non-profit only restriction on operating grants.

The federal government did not amend the Canada Assistance Plan to allow direct funding to commercial child care. However, after considerable lobbying from for-profit operators, the provincial government began distributing the provincial half of the Direct Operating Grant to commercial operators.

Capital Funding

In addition to the Direct Operating Grant, the provincial government also made a commitment to increase capital funding to build new non-profit child care programs and to help pay the costs of renovations and improvements in existing centres.

This initiative was intended to help the expansion of licensed non-profit child care in order to meet growing demand. The provincial government made $33-million available over three years for this purpose.

For major capital projects the fund supplies up to 80% of estimated costs. For renovations and similar projects 75% of cost is provided. Local governments and the community are expected to finance the balance.

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The provincial government also made a significant commitment to build child care programs in new schools through a joint initiative between the Ministry of Education and the Ministry of Community and Social Services. The Ministry of Education provided separate capital funding and the Ministry of Community and Social Services provided the "start-up" and program funding through the Program Development Fund. According to the Ministry Area Management Plan, 206 new child care centres have opened under this initiative since 1988.

The Child Care in New School's Initatives program was effectively ended in 1994. When it was changed from a mandatory to a voluntary program. Given the budget restraints school boards are operating under, few will take on new voluntary programs.

Provincial capital funding for child care in new schools is only available to local school boards at the rate they are provincially funded. For example if a board receives 80% of its costs from the province, capital for child care is provided at the same rate. Some municipalities i.e. Ottawa and Metro Toronto, receive no provincial funding for education. These municipalities are therefore not eligible for funds to build child care programs in their schools.

This program was effectively ended in 1994. When it was changed from a mandatory to a voluntary program. Given the budget restraints school boards are operating under, few will take on new voluntary programs.

Program Development Fund

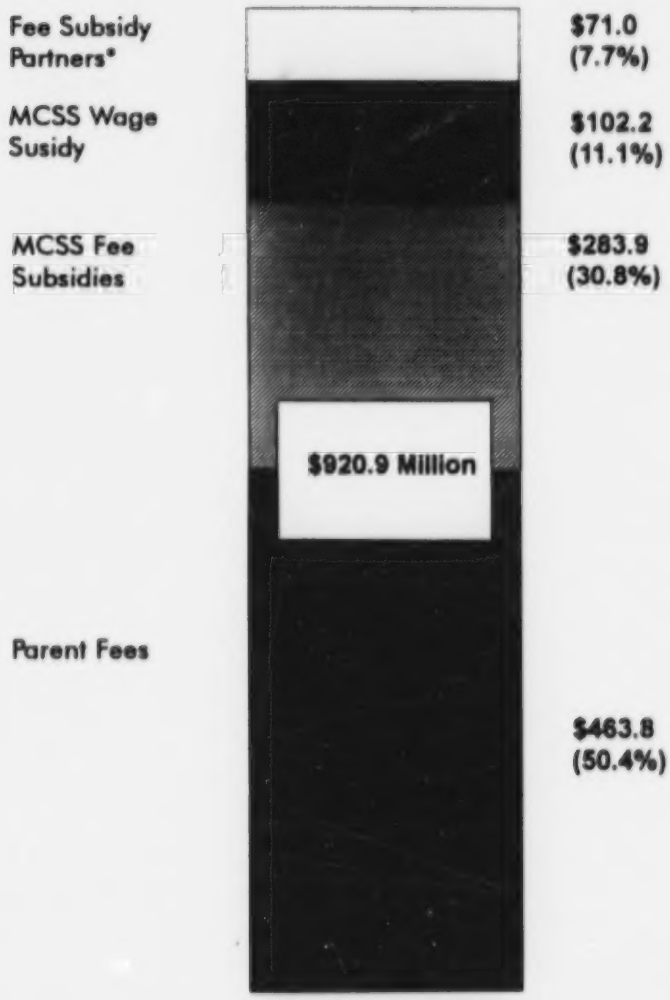
The Program Development Fund was also established in 1987 under *New Directions* to provide additional operational and capital money for new child care services and programs. It was also established to support the expansion of services and the development of flexible and responsive models of service.

The Ministry of Community and Social Services also provided funding to non-profit community groups interested in developing planning models for expansion under the leadership of the provincial government.

In 1992, the provincial government provided a total of $12.3-million to program development.

Although *New Directions* did not meet all the needs of the child care community, it addressed some critical issues by improving staff salaries, limiting parent fee increases and assisting in the expansion of child care services in Ontario.

1992/93 Direct Service Operating Expenditures (EST.)



Total: $920.9 Million

Municipalities, Approved Corporations and Indian Bands

Flexible Model Pilot Projects

The Flexible Services Development Project was initiated in 1988 in response to the identified need for a more comprehensive system of child care services. The project focused on the development of policies and services for four groups who were identified as being underserved by existing services: rural and geographically isolated families; families, who because of the parents' work schedules required services outside usual child care hours; families faced with short term emergencies; and families with children experiencing minor, short-term illnesses that prevented them from attending their usual chid care arrangements.

Funding for the flexible model projects has now ended. Some programs, such as the short term illnesses projects were disbanded. Others, including those operating for extended hours and some rural and isolated child care models, are under review by the ministry.

Wage/Provider Enhancement Grant

Shortly after its election the New Democratic government announced a fund to enhance the salaries of all staff working in non-profit child care programs. Payouts under The Wage Enhancement Grant began in December 1991, retroactive to January of that year. The fund grants up to $2,000 per full-time equivalent staff position.

The Wage Enchancement Grant is distributed to all staff including program staff, office staff, cooks,cleaners and drivers. It is available to staff working in child care resource centres, home child care agencies and to home child care providers.

It is distributed to all staff including program staff, office staff, cooks, cleaners and drivers. It is available to staff working in child care resource centres, home child care agencies and to home child care providers. Payments to the latter are based on the number of children the provider cares for.

Unlike the Direct Operating Grant which was directed to program staff only, the Wage Enhancement Grant was to increase the salaries of staff in the non-profit sector regardless of qualifications, length of service or current salary scale. Hence, a full time cleaner earning $25,000 received the same Wage Enhancement Grant as a program director earning $40,000 per year.

The Direct Operating Grant and the Wage/Provider Enhancement Grant have now been combined into the **Wage Subsidy Grant.**

First Nations Child Care

As of September 1993 there were 42 licensed child care centres on First Nations land with a capacity of 1,353 spaces. Indian bands have a relationship similar to municipalities for the administration of child care. Child care subsidies are cost-shared with the federal government through the 1965 Indian Welfare Agreement. The band puts forward 20%, the province funds the balance. The province is then reimbursed 95% by the federal Indian Affairs department.

Special Needs Funding

Funding is available to programs to assist in the additional costs of caring for a child with special needs, for example the cost of a resource teacher. Both non-profit and commercial programs are entitled to this funding if a child with special needs is enrolled. The amount is determined on basis of 87% provincial and 13% program cost-sharing. The amount varies depending on the needs of the child.

Child Care Resource Centres

Resource centres are the only "base-funded" child program i.e. resource centres are not required to charge fees to the families they serve, although some do charge a nominal fee. The province paid $17.2-million to resource centres in 1992.

Conversion to Non-Profit

In December 1991 the provincial government announced a variety of initiatives to facilitate the conversion of for-profit child care programs to non-profit and to strengthen the non-profit sector. The five-year program included:

$16-million for non-profit organizations to buy equipment from for-profit services wishing to convert to non-profit

$31- million to staff of child care programs that have converted so they receive the benefit of full Direct Operating and Wage Enhancement grants.

$10-million for replacement of for-profit services that may close without converting

$10.8-million to assist non-profit services in financial difficulty because of declining enrolment

The program is to run over a five year period, and is intended to convert half the existing commercial programs to non-profit. It has proven to be very popular with the commercial sector. By December 1993, 83 programs had converted.

Ministry of Community & Social Services NEWS, Vol. 2, No. 8

Jobs Ontario Child Care Initiative

The Jobs Ontario Child Care Initiative was announced in the Spring 1992 provincial budget as the part of the Jobs Ontario Training Fund. The Training Fund provides training allowances of up to $10,000 per employee to employers who provide jobs for clients who are on social assistance. The initiative recognized that a shortage of affordable child care is a barrier to training and employment.

The child care component of Jobs Ontario made available up to 20,000 child care subsidies, funded at 100% by the provincial government. At the end of the two year program, these subsidies were to become part of permanent child care funding.

The child care component of Jobs Ontario made available up to 20,000 child care subsidies, funded at 100% by the provincial government. At the end of the two year program, these subsidies were to become part of permanent child care funding. The fund was accompanied by a $77-million capital fund to build new child care programs and expand existing programs.

As part of the Expenditure Control Plan of 1993 the subsidy plan was extended to 1995-96 and the capital fund was halved to $34-million.

Less than a year into the program it was experiencing obvious difficulties. Projections had called for 6,500 spaces to be in use, yet fewer than 60 had been brought on line. After intensive lobbying by the child care community the government eased the criteria for 8,200 of the Jobs Ontario child care subsidies. Eligible parents would no longer have to be employed through the training fund. They could be any parent on social benefits who required child care to work, attend high school or study at an accredited institution.

By 1994 only 10,000 spaces were in use. The initiative again ran into trouble. The province said was proceeding with only 4,000 of the remaining 10,000 child care subsidies. At the time of writing the province had made no commitment to ease the criteria on the remaining spaces.

The entire future of the Jobs Ontario child care spaces is now in question. At the end of the program in 1996 these 100% provincially financed subsidies are to be cost-shared with municipalities. Municipalities are reluctant to maintain the cost-shared child care subsidies they now hold, let alone take on financial responsibility for new subsidies. When the province ceases to entirely fund the Jobs Ontario subsidies a massive decline in the number of subsidies will likely occur.

But there is another side to the Jobs Ontario story. Never before had a provincial government targeted child care subsidies to families on social benefits. In an environment where there is a shortage of subsidies for all families, low and moderate income working families waiting in line for a child care subsidy, perceive that families on social benefits are moving ahead of them. It is a recipe for divisions in the community, adding fuel to an already ugly backlash against families on social benefits. While stating that it wanted to move child care towards being a public service, the government instead further entrenched it as a welfare service.

Pay Equity

The *Pay Equity Act* of 1988 required employers in the public sector to file pay equity plans by January 1, 1990. The Act requires that work performed by women be compared to work performed by men. If it is determined that the work is of the same value, and if there is a difference in pay between the male jobs and the female jobs, the employer must provide annual wage increases to female employees until the wage gap closes.

Most child care staff (mainly women) working in municipal or community college programs received substantial pay equity adjustments when their work was compared to male jobs in the municipalities or colleges. However the majority of child care staff, those who work in community-based programs where there are no male job classes, were by-passed by pay equity.

This was remedied in 1994 when the "proxy amendments" to the *Pay Equity Act* came into affect. The amendment allowed child care programs with no male comparators to compare their work, to work performed by female public sector workers who had already had their wages adjusted by pay equity.

What makes pay equity workable for community-based programs is the money doesn't have to come from parent fees or program operating budgets, the provincial government has agreed to provide the necessary funding.

Using "the proxy comparison method" staff in community-based child care programs are able to compare their work and wages to their counterparts working in municipally-operated child care.

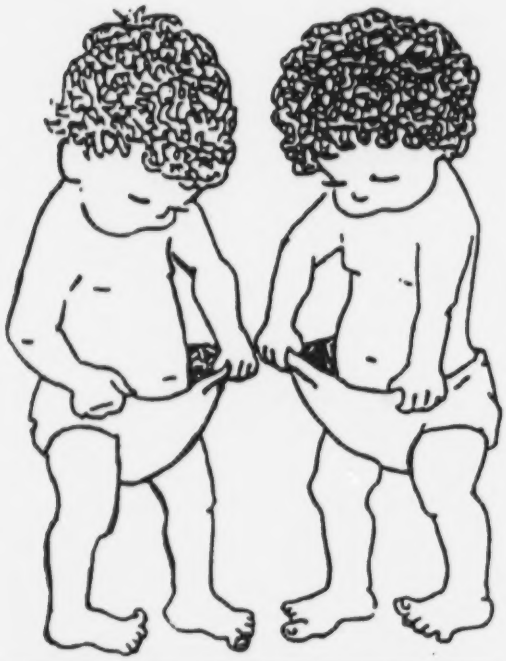
The Act requires that an amount representing at least one percent of a program's annual wage bill be made available to close the wage gap for child care staff. What makes pay equity workable for community-based programs is the money doesn't have to come from parent fees or program operating budgets, the provincial government has agreed to provide the necessary funding.

There are many problems with pay equity. The comparison process is complicated and little support was available to child care programs to help them meet their responsibilities as employers. The pay out period is also slow. At one per cent a year, some staff in child care will be waiting a decade before they achieve pay equity.

However, done properly pay equity can have a very positive affect on a child care program. Pay equity isn't just about getting more money. It is also about raising awareness concerning the importance and value of work performed by women. Society undervalues work performed by women, hence the wage gap. But the work women do is also undervalued by those performing the work.

A well developed pay equity plan, involving everyone in the program -- board members, staff, supervisors -- can lead to a better understanding of, and respect for, everyone's work. It can show the interdependence of the various jobs, and the importance of working co-operatively.

The Ontario Coalition for Better Child Care has developed a *Pay Equity Kit*, and provides support to child care programs to help them develop their pay equity plans.



"So that's why your salary is more than mine."

Municipal Government

In Ontario, the municipalities also play a large role in the funding, planning and delivery of child care services. Currently, municipal involvement in the delivery of child care services in Ontario is optional. Municipalities may be involved in:

- planning and coordinating
- direct service delivery
- administration of child care subsidies
- purchase of service agreements

Sixty-nine municipalities are currently operating 197 child care programs with over 9,500 spaces (in terms of direct delivery this represents only 8% of the facilities and 10% of the spaces). Eighty-four municipalities have approximately 1,200 purchase of service agreements with community-based and commercial child care operators.

The fragmented service delivery system in Ontario, coupled with municipal discretion on administration of subsidy has resulted in the extremely uneven distribution of services throughout the province.

The fragmented service delivery system in Ontario, coupled with municipal discretion on administration of subsidy has resulted in the extremely uneven distribution of services throughout the province.

Municipalities currently contribute 20% of the costs of child care services. This 80-20 formula was implemented at a time when there was very little child care. As child care services grow and need to continue to grow, the ability of municipalities to finance their contribution from the property tax base has diminished. The 80-20 formula is outmoded.

Child care funding in Ontario has been limited, inconsistent and, above all, fragmented. The allocation of funds to provide adequate levels of subsidized care has never been based on assessed need or as part of a planned implementation strategy, but rather has taken the form of a series of pre-election political gifts from provincial governments. Although Ontario's public policy has attempted to address the issue of availability of both subsidized and non-subsidized care, it has consistently overlooked the fundamental issues of affordability and quality of care.

Chapter 4 Child Care Policy in Ontario

New Directions for Child Care

In June 1987, the provincial government introduced *New Directions for Child Care* which envisaged sweeping new changes to Ontario's child care services. The provincial government stated its commitment "to building a comprehensive child care system that will meet the needs of all citizens; a system that would move child care from a welfare connotation toward one of public service."
(*New Directions Initiative*)

1. **Funding Priorities** including Direct Operating Grants for the non-profit sector, expanded capital funding for the construction of new centres and improvement of existing centres, operating and start-up funding for community organizations, increased funding for child care subsidies, and the introduction of income testing as a screen for subsidy eligibility.

2. **Improved Partnerships** with all levels of government, parents, school boards, employers and representatives of the child care community.

3. **Development of New Models** to meet the needs of parents who work shifts; integration of children with special needs; school-age programs; rural and isolated child care programs. The new models were to include resource centres and new guidelines and licensing policies for home day care.

4. **Employment Related** initiatives designed to expand parent options in the work force.

5. **Quality** initiatives for improving and maintaining the quality of child care in Ontario. These include: plans for a new Child Care Act; improved participation for parents in decision making: better enforcement of the Day Nurseries Act; a human resources and training plan; multicultural training projects.

Child Care Challenge, Ontario Coalition for Better Child Care; 1990.

With the release of *New Directions for Child Care*, the Ontario government acknowledged the critical importance of child care to the economic and social well being of society. It made a commitment to reform child care moving it from a "market driven" service to a public service.

Funding Reform

A fundamental reform of child care services and funding was necessary to set child care on the path to becoming a public service. In 1990 the Ontario Coalition for Better Child Care developed a new funding model which would end the bureaucratic maze which confronts both those who operate child care and the families who use it.

Between 1990 - 1992 the Coalition held public meetings across the province gathering community feedback and lobbying the government to adopt the new model.

By the spring of 1992 the province indicated its support for the Coalition's reform model, releasing a public consultation document, *Child Care Reform in Ontario: Setting the Stage*.

In the paper the government established five principles to guide child care reform;

New public funding will be directed to non-profit services
Quality is the cornerstone of the child care system
Child care services must be affordable
Child care services must be accessible
The child care system must be soundly managed

Child Care Reform in Ontario: Setting the Stage. A Public Consultation Document, 1992

How funding reform would work:

- The province would fund all child care programs directly. Where applicable, fees from parents would be based on their ability to pay.
- The current subsidy program -- which varies from city to city, has a fixed number of spaces and is based on a family's income after debts -- would be abolished.
- All parents registering for child care would reveal their income. Those whose income falls below certain levels would automatically have their fees reduced without going on a separate waiting list for subsidized spaces.
- Fees will be set regionally, eliminating the huge price difference among child care programs within the same city.
- Child care spaces would be allotted by a local agency, with people waiting until they get to the top of the local list and then being offered the first available, suitable space.

Funding reform would be cost-effective:

- It would eliminate the costly bureaucracy used to figure out who does and doesn't receive subsidies.
- Eliminate expensive vacancies. Vacancies cost because programs can't cut costs by reducing overhead and salaries to match the drop in revenues.

- Bring in new revenues from parents. While middle income families will get some help paying for child care, they will also be bringing new fees into the system.

Funding reform would promote equity:

- All families would have equal access to child care services regardless of income.

- The "welfare stigma" associated with subsidies would be removed.

Funding reform would promote accessibility:

No longer dependant on attracting parent fees, child care programs would be able to accommodate a broader range of child care needs, including part-time, flexible care, care for children with special needs or integrated care models. Under an integrated model, a family, for example, may use the resource centre program part time and the group child care or home child care programs for other times.

Funding reform would promote quality

With operating funding assured, child care programs would be freed from the onerous administrative tasks associated with fee collection, administering provincial grants, municipal purchase of service arrangements and fund raising. Supervisors, staff and parents would be able to concentrate on program quality.

Early Years Initiative

Between 1991 - 1993 the province also developed an ambitious plan titled the Early Years Initiative. This policy saw the integration of early child education between the school system and child care. Modelled after progressive European child care programs and popularly called the "seamless day", the initiative would have provided universal, free, early education opportunities for children aged 3 - 5.

The following are highlights:

- Kindergarten programs matching the school day for all children aged 3 - 5. No fees would be charged.

- Classes would have a maximum of 24 children taught by three staff: a certified public school teacher with a specialist certificate in early childhood education, an early childhood educator (ECE) and a trained assistant.

- "Wrap around" child care programs would cover the beginning and end of the day, lunch periods and school holidays. Fees would be charged to parents using these programs. They would be staffed by ECE and trained assistants.

- An ECE diploma would be credited towards an Ontario Teaching Certificate -- required by teachers in the school system.

In addition to introducing a form of universal child care to Ontario, the Early Years Initiative, answered many of the complaints associated with running two concurrent, and very separate, systems of early childhood education.

- It would provide consistency for young children who are confronted by different environments, programs, rules, expectations and caregivers as they make the twice daily shift from kindergarten to child care.

- It would improve the quality of early childhood education by requiring kindergarten teachers to receive specialized training in early child development.

- ECEs would be provided with career laddering opportunities allowing them to move between child care and the school system.

By April 1994, both initiatives had been shelved. Once again, Ontario's children were told the provision of adequate care was too expensive. Child care advocates continue to push for child care reform as the only viable base to build a stable child care system upon.

Chapter 5 What is Wrong with Child Care in Ontario?

From the point of view of children and families little has changed in the past 15 years. Child care in Ontario is still characterized by the same problems. The numbers have changed but the issues remain the same.

Even with substantial new public dollars to increase subsidies, to improved wages and reduce fees, subsidy waiting lists continue to grow, staff are facing wage freezes and parent fees have increased.

Child Care is not available for many families

The welfare approach does not ensure that low income families who are eligible for subsidies actually get them. In fact only about 10% of families eligible for subsidies receive one.

While the number of child care spaces doubled, supply has not kept pace with the increased demand. In 1981, there were 67,000 regulated child care spaces for 1.2-million children, including 635,000 children under 12 whose mother was in the workforce. Today there are 124,000 spaces for 1.7-million children, of which 923,000 have mothers who are in the labour force.[1] In terms of real lives, there are 500,000 more children for whom regulated child care was unavailable than in 1981.

At the same time, infant care, flexible care, care in rural and isolated areas, care outside of day time-week day hours, care for children with special needs or care which meets the linguistic or cultural needs of many Ontario families is not available.

In some communities, there is little or no licensed child care.

Child Care is not affordable

For both low income families who must secure a subsidy, and fee-paying families who pay the per diem rate for child care, the cost of child care is a serious problem.

Child care is funded as a welfare service with eligibility testing as a barrier to access. Yet the welfare approach does not ensure that low income families who are eligible for subsidies actually get them. In fact only about 10% of families eligible for subsidies receive one.

Long waiting lists tell the story. There are 34,000 families waiting for subsidized care in Ontario, 17,000 in Metro alone.

The high cost of child care blocks access for many moderate and middle income families who are not eligible for fee subsidies but cannot afford the per diem rates.

Costs for child care have continued to rise, far beyond the rate of inflation. In 1981, the average fee for pre-school care was $3,000.[2] In 1994, pre-school care rose to $7,000 annually. In 1980, common wisdom said that if you had three children, it was more economically viable to have a nanny. In 1994, with two children a nanny is a less expensive option.

The quality of regulated child care is inconsistent

Informal child care arrangements (where 90% of children with working parents spend their days) are of unknown quality.

Although current child development research demonstrates that the quality of child care may have a profound, long-term impact on child development, Ontario's standards fall short in a number of ways. At the same time, the system which monitors and enforces standards under the Day Nurseries Act is too weak to ensure that all regulated child care offers optimal environments for young children.

Child care is poorly managed

Child care programs are drowning in administrative tasks. The steps involved in acquiring government funding and meeting government regulations are complicated and bureaucratic. Provincial, municipal and regional governments and, in many cases, school boards all have special requirements. Programs are often called upon to help parents find their way through the subsidy maze. There are constant demands on staff to complete questionnaires, surveys, make comments, etc. Child care administrators are experiencing "bureaucratic strangulation".

Child care programs are small businesses, yet there is no training required to provide expertise in financial, administrative or personnel issues. Government funding does not recognize or support these essential tasks.

A recent survey[3] commissioned by the Ministry of Community and Social Services found that only 15% of programs used computers to assist in their administrative tasks. Most information systems were manually maintained and dealt only with the most pressing matters such as attendance and medical information. Child development information were seldom tracked.

Supervisors for child care programs felt they did not have sufficient training in basic financial management including, budgeting, reporting and banking and investments.

There is no mechanism for the planned development of child care services in the province.

Barriers to Good Child Care

There are a number of features of Ontario's child care situation which play a role in establishing barriers to families wanting to access quality, regulated child care.

Municipal Cost-Sharing Discretion

Ontario is Canada's only province in which municipal and regional governments have discretionary role in child care. Although municipalities have played a positive role in promoting and supporting child care in a few locales, generally, municipal discretion in child care has been a factor which has contributed to an uneven and inequitable patchwork of child care services across the province.

Many Ontario municipalities offer no fee subsidies, leaving regions of the province with little or no access to regulated care. In addition, depending on municipal discretion to set eligibility criteria may mean that a family in one municipality is eligible and can receive a subsidy; a family in the same circumstances in a neighbouring municipality may not be eligible.

Although some municipalities have developed long waiting lists for fee subsidies, other have frozen their waiting lists or used other means which prevent the full picture of child care needs from being apparent.

Many Ontario municipalities prioritize families by type, social need or other features, establishing their own criteria to determine who is most in need of a child care subsidy. In some towns, a single parent on social assistance who needs child care to return to work is high priority. In another it may be a teenage mother who wants to complete her education. In another region, it many be an abuse woman, desperate for child care so she can find the employment which will allow her and her children to leave an abusive relationship. High priority is rarely assigned to a mother of a new infant in a two-income, albeit moderate income family, who needs child care to return to work at the end of her maternity leave.

Because child care is discretionary it is also among the first items to be cut during a budgetary squeeze.

This inequitable process not only imposes stress and humiliation on parents but perpetuates division in society. Imagine the frustration of a two-parent working family who, after a long delay has moved to the top of the subsidy list, only to be displaced by another family deemed to be more "needy".

Because child care is discretionary it is also among the first items to be cut during a budgetary squeeze. Local attitudes and fiscal priorities determine families access to child care. Few municipalities have the tax base to support social services.

Commercial Child Care

The Ontario Coalition for Better Child Care, along with most other provincial and national child care and public policy organizations, believes that child care programs must be accountable for public funds and must be of the highest possible quality. For this reason we support public funding to the non-profit sector only.

Current research support our long held position that auspice (who operates the child care program) is a key factor in the quality of care. Research indicates that non-profit programs rate better on major indicators of quality including staff-child rations, staff training in early childhood education, staff salaries and staff turnover. Programs which rate better on these indicators are most likely to provide developmentally appropriate activities and environments in which staff are more sensitive to children's

needs. Conversely, research shows that commercially-run programs are more likely to have staff: child ratio violations, to violate staff-training requirements, to pay lower wages and benefits to staff, to have high staff turnover, to have higher incidents of infectious illness and to require more monitoring visits from regulatory agencies.

An extensive review of research literature related to the quality of child care commissioned by the Ontario Ministry of Community and Social Services concluded that "all findings taken together strongly support the conclusion that high quality is more likely to be found in non-profit than for profit programs".[4]

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Quality care is essential. Good quality child care can help mitigate an unstable home environment or assist children from poor socio-economic backgrounds, while even a good home environment coupled with favourable socio-economic background cannot make up for poor quality care.[5]

Quality Factors

A fundamental principle of the Ontario Coalition for Better Child Care has always been the creation of a system of **high quality** child care. The working definition of quality child care used by the 1986 Federal Task Force on Child Care suggests:

"Care provided by knowledgeable, committed and sensitive caregivers in a milieu that supports their efforts to provide an optimal environment designed to foster children's well-being, development and competence ...explicitly recognizing the needs of parents for caregiving that supports and strengthens their child-rearing efforts through effective and informative communication and mutual respect."

Staff: Quality is seriously threatened by a shortage of trained staff working in programs. Low pay, minimal benefits, poor working conditions and few opportunities for advancement contribute to high staff turnover.

Weak Enforcement of the DNA: The problem of enforcement of the regulations was well-documented in the *Globe & Mail* as far back as 1990. The *Globe* reporters found that 617 - 37.5% of the 1,643 centres examined were in violation of the *Day Nurseries Act*. In general they found that "Ontario's system of licensing and inspecting the province's 2,500 day care centres is haphazard, disorganized and plagued by staff shortages and delays that have greatly reduced its over-all effectiveness." The reporters also found that "The worst of Ontario's for-profit centres are more likely to have multiple infractions than the worst of the non-profit centres. All 12 of the centres now facing possible revocation of licences are commercial centres. Commercial centres were also found to have been cited more often for poor record-keeping, staff shortages, poor food and insufficient toys and equipment than the non-profit centres."

Parent/Staff Control and Accountability

The dream of the child care movement in the seventies was to have a new model of service. The model of grass roots, community-controlled services. A system where government bureaucracy would not control and impede development, but one where parents and staff - the users and providers of the service - would have control. While this is an admirable goal, the Coalition believes that this ideal only lives in theory. Rather than improving the flexibility, accountability and local control of the service, it has served to entrench the "cottage industry" characteristics of child care. The lack of resources, the dependence on government grants and financing, the lack of training and skills in the field, plus the lack of time and energy of parents with young children has meant that this goal has become elusive.[6]

The parent/staff control of child care programs is illusory and meaningless in an environment characterized by lack of funding and resources. Furthermore, licensed child care programs are highly regulated and controlled through regulations and funding and yet because they are completely outside of this structure, fragmented into tiny individual units, divorced by and large from the broader child care community, they are more vulnerable to control by government bureaucracy.

Political and Economic Climate

The current political and economic climate does not offer solace to the child care movement. The key characteristics include:

- The increasing participation rate of women in the workforce, coupled with the changing social composition of the family, continues to accelerate the overall increase in demand for child care services;

- Decisions by governments to cut services, raise taxes, downgrade social services and privatize government services does not auger well for positive initiatives;

- The provincial government's immovability on the child care issue despite the crisis. The days of reform Ontario appear to be over;

- There appears to be a growing public acceptance of the business/government political agenda to cut back, privatize and deal with the deficit. This is slowly being manifested in increased hostility towards spending on such "frills" as child care.

The Good News!

The scenario seems dismal. And yet, it feels more positive. It's hard for everyone to take a step back and criticize when we have worked so hard, for so long, and seem to have made progress. There is no doubt some progress has been made. These things deserve particular mention:

- Campaigning over the past 10 years has brought the child care issue to the forefront of the political agenda and it has become a major issue provincially, federally and in the media. Child care is an issue that will not go away.

- The provincial government did commit itself to an expansion of services. Capital funding and increased subsidies has led to more child care.

- The conversion of profit to non-profit programs has resulted in a drop in the for-profit sector's control of child care.

- We did win the wage subsidy grant and pay equity for child care staff in community-based programs. Although unevenly distributed this has assisted in improving the low wages paid to child care staff.

- The Federal government has promised new funding for child care through a new child care program.

Chapter 5: Endnotes

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Chapter 6 The Arguments for Child Care

Dealing with the Opposition to Day Care

As government commitment to the provision of child care services increases, so does the opposition. Anti-child care opinions are receiving wider coverage. The following are some of the classic arguments:

Mothers shouldn't work: Mothers do work. Contrary to popular belief, even mothers who work in the home spend little time on children's activities. The majority of time is spent on housework, shopping, meal preparation and other domestic labour.

Increasingly mothers of young children are working outside the home. They find the income is essential to maintain the family's standard of living. For other women, their decision to work is not driven by financial imperatives. They find satisfaction in their job and enjoy the social contacts they make at work.

The Canadian Charter of Rights and the Ontario Human Rights Code is supposed to ensure that women have the same rights as men, but this is not possible if they are denied practical services such as child care. Most women expect to be full participating members of society, able to be daughters, mothers, partners and productive workers, just as men are able to be sons, fathers, partners and productive workers.

Children will suffer if they are not cared for by their mothers: This is the classic 'maternal deprivation' theory, which maintains that mothers are the only people that can take care of their children. There is plenty of evidence that children can make attachments to adults other than the mother quite early in life and that it is not day time separation from the 'mother' that is the problem, but total separation.

In reality, children do spend, and always have spent, substantial periods in the company of other adults (eg. grandmothers and aunts). Mothers have always tried to share the care of their children with other adults out of practical necessity. Mother-child bonding is not at risk simply by virtue of the mother working.

In the last 25 years, with families becoming smaller and more isolated, mothers have been less able to rely on family and friends for this kind of informal help. Much of the depression that afflicts mothers of young children is associated with the absence of any support system.

Women Are Still the Care Givers

- 52% of women with full time jobs in dual earner households still had primary responsibility for housework in 1990. Only 10% of dual earner households share housework evenly between male and female partners. Working women's sole responsibility for housework increases with the number of their children: 83% of women with full time jobs who are in dual earner households where there are 4 or more children, are fully responsible for housework.[1]
- Women are four times more likely than their male counterparts to report that they stayed home when their children were ill.[2]
- The number of days missed at work for family related responsibilites almost tripled from 1.9 in 1977 to 5.2 for women full time workers; and increased marginally for men from .7 days in 1977 to .9 days in 1990.[3]
- Fathers have 1.75 hours/day more leisure than mothers.

Access to a quality child care program would have a beneficial rather than detrimental effect in these situations. Quality child care offers children healthy social interaction, education and creative outlets in a warm and loving atmosphere. It also allows children a mother who enjoys them because she is more content in her own life and secure about her children's care.

Working mothers are responsible for vandalism, delinquency and the breakup of the family: No research has established a link between mothers working and family problems. There are many other factors which contribute to vandalism, delinquency and family break-up. The stresses and strains on families trying to cope without adequate support services is a major factor.

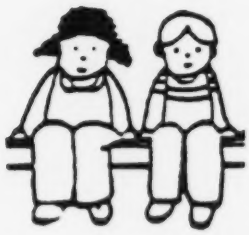
The country cannot afford child care: This argument has been a central part of government policy for many years. However, it is a false argument since it is more the result of a wish to force women and families to continue to bear the 'cost' of child-rearing than a description of economic resources. It reflects the low priority attached to services to children.

The 'economic constraint' in relation to child care is not inevitable - it is a deliberate political choice. What is inevitable is that the cost is borne in other ways: in remedial training in schools; in the cost of support to families who cannot cope with pressures; in the cost of providing rescue services where children have been damaged, either emotionally or physically; in the cost of reducing women's opportunities for equality. All this because families are denied the simple option of facilities designed to offer quality care for their children.

We didn't need day care in my day: This is not true. Both working-class and middle-class parents have made extensive use of nursery schools since the 1920s.

During the First and Second World Wars great effort was made to provide child care facilities so that women could be released for 'war work'.

Wealthy women have always had the option of employing nannies, au-pairs, and mothers' helpers and have used these options whenever possible. Even so, there is evidence that the responsibilities of parenthood have rested heavily on most women but particularly working-class women, throughout this century. Although this happened in the past, it need not be continued in the future.



You had them - you look after them: This suggests that having children is a punishment -- a 20 year sentence of sacrifice, suffering and pain.

Having children is not purely personal. Society gains from sharing the concern of parents for their children since these children are tomorrow's taxpayers, citizens, care-givers and productive workers.

Parents cannot do everything for their children. Society has recognized this in other areas. A national public health insurance means we do not expect the sick to be self-sufficient. Public pensions are a societal response to care for seniors. Compulsory public education recognizes the important social resource found in an educated workforce.

And just as society as a whole benefits from public health care, education and other public services, it will also benefit from the provision of quality child care.

Wouldn't it be better to pay mothers to stay at home? This is a private "solution" to a social challenge. In no other sphere of social policy do we suggest that families be paid to provide or purchase their own public services. We don't, for example, pay women to tend sick family members or teach their children -- although women spend considerable time doing both!

In no other sphere of social policy do we suggest that families be paid to provide or purchase their own public services.

Statistics Canada estimates that the average family annually performs $24,000 worth of unpaid domestic labour. If we were to fairly compensate women for their time, the costs would be prohibitive. This would not be a very cost-effective means of providing a vital social service.

In addition women's labour and skills are essential to the economy. Entire sections of the economy that rely almost totally on women's labour would collapse. If mothers didn't work the tax base would shrink dramatically threatening all our public programs.

Stress and the Time Crunch

- The Conference Board of Canada reports that 10% of 11,000 employees surveyed had left a job in the past because of conflicts between work and family. More than 14% in the same survey said they were considering leaving for the same reasons. [4]

- 34.3% of women and 16.3% of men who are in dual earner households and who work full time are severely time crunched.[5]

Child care services should be part of a wide-ranging set of family and employment policies designed to assist parents meet their child-rearing responsibilities.

Child care alone won't solve the problem: It is absolutely true that child care is not and cannot be a cure-all. Child care services should be part of a wide-ranging set of family and employment policies designed to assist parents meet their child-rearing responsibilities.

Parents are working increasing numbers of hours. Many of these hours are outside the standard 9-5, Monday to Friday work week. Increasing numbers of parents report feeling severely "time crunched" to the point that it is affecting their health and job performance.

It is also affecting the children. Children in two-parent families are now showing the same "at-risk" symptoms usually associated with children from deprived socio-economic backgrounds.

Parents need more time for family life. This must come in a variety of forms, including increased maternity and parental leave, paid family-responsibility leave, increased vacation time, a shorter working day, enforced limits on overtime and requiring employers to accommodate parents' need for working hours which accommodate their child care arrangements.

Chapter 6: Endnotes

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2. Judith MacBride, Work and Family: *Employment Challenge of the '90s*, The Conference Board of Canada, 1990.

3. Akyampong, E. "Absenteeism at Work", *Canadian Social Trends*, Summer 1992.

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Chapter 7 Advocacy

The primary objective of the Ontario Coalition for Better Child Care is the introduction of a universally accessible, high quality, comprehensive, non-profit, non-compulsory, publicly-funded, child care system in Ontario. To accomplish this objective, the Coalition conducts a campaign of political action directed towards changing child care legislation. This involves a variety of tactics: lobbying, letter-writing, petitions, demonstrations, rallies, press conferences, pickets, collective bargaining and other imaginative events. Although we have used all of the above tactics at different times in the course of our history, lobbying the provincial politicians is an ongoing activity of our coalition.

Purpose of Lobbying

- Make politicians aware of child care problems;
- Make politicians aware of the Ontario Coalition's recommendations;
- Make politicians aware that your vote depends on their positions on child care;
- Make politicians know that you want to see action from them on child care issues.

Lobbying in your own Riding

Many MPP's may not be fully aware of the problems in child care. Many people in your own riding may be concerned and interested in child care problems. It can be a good way to find new people interested in child care issues.

Procedure for Lobbying for your own Riding

- Have a meeting of people willing to meet with your MPP.
- Discuss the issues at this meeting.
- In your own riding, what are the problems?
- What are the most pressing issues?

Many Problems to Choose From!

- Long waiting lists.
- Not enough subsidized spaces.
- Low salaries.
- Not enough child care services.
- Staff lay-offs.
- No licensed private home child care.
- Insufficient per diem payments.
- Lack of infant spaces.
- Problems with Wage Subsidy/ Pay Equity implementation.
- Lack of trained staff.
- Fees too high.
- Enrollment problems.
- Not enough capital money to set up new programs.
- Threat of removal of transitional grants.
- Insufficient funding.

It always helps to describe the problems with reference to real examples, e.g. the woman who has a subsidy for one child, but not her other child; the child care centre that is threatened with closure because of the cancellation of the transitional grant; the child care centre that has real stability problems because of high staff turnover due to low wages, etc...etc...

Once you have decided on the key issues, plan your meeting with your MPP.

- Select a knowledgeable person to be your spokesperson of your lobby team.
- Select a different person to take full notes of what is said.
- Prepare a package of information to send to your MPP in advance if you have time.
- Plan the presentation to your MPP.
- Give everyone on your team a role. Decide what each person will talk about beforehand so that you make the best use of time and people's knowledge and experience. Not everyone on your team has to speak, but, where possible get members of the team to tell the MPP as many "true-to-life" stories, that illustrate the problems, as possible.
- Set an appointment with your MPP and notify your team. If it isn't convenient for your team members, renegotiate the time of the meeting.
- At the meeting introduce yourselves, specifying which organizations or child care centres you are from.
- Ask your MPP very directly whether she/he supports the recommendations of the Ontario Coalition of Better Child Care.
- If your MPP is a member of an Opposition Party, ask her/him whether she/he is prepared to introduce a Private Member's Bill; or whether she/he has staightforward, honest answers. Don't be sidetracked.
- Sum up the discussion reminding the MPP of the Coalition recommendations and reiterating promises/statements your MPP has made.

Information for MPP's

- a profile of child care services available in the riding;
- the problems parents and child care staff encounter;
- the latest brief to the Government from the Ontario Coalition for Better Child Care.
- letters from individuals who live in the riding articulating their personal circumstances;
- A list of what you think your MPP should do

This is Not the End!!!

Remember

After the Lobby:

- Inform the Ontario Coalition for Better Child Care about your meeting.
- Inform the media about your MPP's commitment (or lack thereof). If appropriate hold a press conference.
- Keep in touch with your MPP. Let her/him know about ongoing problems. Suggest issues for her/him to take up in the Legislature.
- Get other people interested in the child care issue to write or telephone your MPP to express their concerns.

Chapter 8 Useful Addresses

Provincial

Ministry of Community and Social Services
Child Care Branch
2 Bloor Street West
30th Floor
Toronto, Ontario
M7A 1E9
Tel: 416-327-4865 Fax: 416-327-0563

Ontario Women's Directorate
2 Carlton Street
12 th Floor
Toronto, Ontario
M5B 2M9
Tel: 416-314-0300 Fax: 416-314-0254

Pay Equity Commission
150 Eglinton Avenue East, 5th Floor
Toronto, Ontario
M4P 1E8
Information Hotlines:
1-800-387-8813/8887
Tel: 416- 481-4464 Fax: 416-314-8741

Federal

Human Resource Development Canada

Child Care Programs
Child Care Initiatives Fund (CCIF)
Room 1235, 1st Fl., Finance Building
Tunney's Pasture
Ottawa, Ontario
L1A 1B5
Tel: 613-957-2690 (Ontario consultant)

Social Programs and Education Division
National Childcare Information Centre
Tel: 613-957-0612 Fax: 613-957-9562
Collects and publishes statistics annually.
Maintains resource library.

MCSS Area Offices

Barrie Area Office
P.O. Box 910
34 Simcoe Street
Barrie L4M 1A1
Tel: 705-737-1311
Fax: 705-737-5142

Hamilton Area Office
P.O. Box 2112
7th Floor, 119 King St. West
Hamilton L8N 3Z9
Tel: 905-521-7280
Fax: 905-546-8247

Kingston Area Office
1055 Princess St. Suite 103
Kingston K7L 5T3
Tel: 613-545-0539
Fax: 613-545-4550

London Area Office
217 York Street
P.O. Box 5217
London N6A 1B7
Tel: 519-438-5111
Fax: 519-672-9510

Mississauga Area Office
1140 Burnhamthorpe Rd. West
Suite 212
Mississauga L5C 4E9
Tel: 905-897-3100
Fax: 905-896-0206

North Central Area Office
10 Elm St., 3rd Floor
Sudbury P3C 5N3
Tel: 705-675-4597\1-800-265-1222
Fax: 705-688-3099

Ottawa Area Office
1 Nicholas St. Suite 710
Ottawa K1N 7B7
Tel: 613-562-6950
Fax: 613-239-2891

Peterborough Area Office
178 Charlotte St.
Peterborough K9J 2T8
Tel: 705-742-9292
Fax: 705-743-7998

Toronto Area Office
2195 Yonge Street, 7th Floor
Toronto M7A 1G1
Tel: 416-325-0670
Fax: 416-325-0571

Waterloo Area Office
75 King Street South, 5th Floor
Waterloo N2J 1P2
Tel: 519-886-4700
Fax: 519-885-1580

Windsor Area Office
250 Windsor Ave., 1st Floor
Windsor N9A 6V9
Tel: 519-254-1651
Fax: 519-255-1152

Other Related Groups

AECEO (The Association for Early Childhood Education, Ontario)
Suite 211, 40 Orchard View Blvd., Toronto M4R 1B9
Tel: 416-487-3157 Fax: 416-487-3758

* Formed 1950. Composed of professional early childhood educators, parents, students & citizens concerned about quality care and education of children in Ontario.
* Recognizes increasing importance of Early Childhood Education programs for improving opportunities for the development of the child and offering support services to the family.
* Recognizes importance of physical, emotional, social and learning support necessary for the child's total development.

AMO (Association of Municipalities of Ontario)
Suite 701, 250 Bloor Street East, Toronto M4W 1E6
Tel: 416-929-7573 Fax: 416-929-7574

* Non-partisan voluntary organization representing some six hundred municipal governments in Ontario.
* Responds to government policies, particularly to issues such as child care that have profound impact on municipalities.

CCCF (Canadian Child Care Federation)
Suite 306, 120 Holland Street, Ottawa K1Y 0X6
Tel: 613-729-5289 Fax: 613-729-3159

* National forum of information exchange and support services for organizations and individuals working in the Canadian child care field.

CCCAA (Canadian Child Care Advocacy Association)
323 rue Chapel Street, Ottawa K1N 7Z2
Tel: 613-594-3196 Fax: 613-594-9375

* Incorporated, non-profit, bilingual organization formed in 1982.
* Committed to accessible, affordable, high-quality child care services for Canadians.

Childcare Information/Information sur la garde des petits
858 Bank Street, Suite 107 Ottawa K1S 3W3
Tel: 613-235-7256 Fax: 613-594-5263

* A bilingual publicly funded information and referral service.
* Maintains a comprehensive inventory of available child care options in Ottawa-Carleton. Counsels families on their child care choices and works closely with the community in the development of needed support services.

Other Related Groups

CNCP (Community Network of Childcare Programs)
270 Yorkland Blvd., North York, Ontario, M2J 5C9
Tel: 416-490-8910 Fax: 416-490-0924

* Encourages the development of non-profit, community based child care centres and links them together to form working associations.
* Faciliates the training of skills required to run effective centres including Board development.
* Consults with members of the community to assist in the conversion of commercially run centres to non-profit status.
* Addresses issues related to accessible, affordable, high quality, non-profit community based child care centres.

Child Poverty Action Group, 22 Wellesley Street East Toronto M4Y 1G3
Rosemary Popham 416-922-3126, ext. 241

*Advocates policies to end child poverty, i.e. parent employment, tax system restructuring to recognize special needs of parents, extension of public education, housing and child development programs.
* National movement to implement the 1989 all party resolution to end child poverty by the year 2000 (Campaign 2000).

Childcare Resource and Research Unit, 455 Spadina Ave. #406 Toronto M5S 2G8
Martha Friendly Tel:416-978-6895 Fax: 416-971-2139

* The unit offers a library, database on child care and other child, family and women's issues, cross-referenced.
* Has bibliography and summary material.
* Assistance with research, reference and policy planning, using communications and networking with other resources. Free services.

ECE (Early Childhood Education) Connection
2000 Simcoe Street North, Oshawa, L1H 7L7 Tel: 905-721-3079

*Incorporated, non-profit service organization founded in 1989.
*Provides support services to the licensed childhood care commnuity in the form of curriculum kits, books, consultation and networking.

Family Service Association of Ontario, 22 Wellesley St. East Toronto M4Y 1G3
Paul Zarnke Tel: 416-922-3126 Fax: 416-922-9235

* Founded in 1914 as Neighbourhood Workers' Association.
* Provides counselling to individuals, families in all situations.
* Sponsors camps for seniors, single parents.
* Public education workshops, seminars, etc.

Home Child Care Association of Ontario
3101 Bathurst Street, Suite 303 Toronto M6A 2A6 Tel: 416-783-1152

Other Related Groups

ICCA (Independent Child Caregivers' Association)
Linda Smith 5450 Kanotek Rd. Unit 57 Gloucester K1Y 9G4 Tel: 613-749-5211

* Non-profit, incorporated organization founded in 1983.
* Offers support, resources and representation to unregulated caregivers giving care in their own home and in the parents' home.

Child Care Connection
Tel: 613-747-4222

* Child Care Connections provides monthly community workshops for caregivers and information to parents seeking home based child care. Call 24 hours per day for dates and locations of workshops.

Kids Help Phone
Tel: 416-921-7827

Local Child Care Coalitions:

* Umbrella organizations working to establish universally accessible, non-profit child care at the local level.
* Lobbies municipal, provincial and federal governments.
* Includes: Metro Toronto Coalition for Better Child Care (Zeenat Janmohamed 416-5[illegible]-7630); Peterborough Child Care Forum, (Mary Ann Meagher, (705-741-3801);Sarnia Coalition (Janine Woehl 519-542-7751); South East Grey Community Outreach (Carol Gott 519-986-3692); Labour Community Child Services, (Nora Mallat 519-944-3444); Sudbury Coalition for Better Child Care (Noreen McChesney 705-674-3334);

NAC (National Action Committee on the Status of Women) Child Care Committee
57 Mobile Drive, Toronto M4A 1H5 Tel: 416-759-5252 Fax: 416-759-5370

* NAC is an umbrella lobbying organization of over 600 member groups.
* Lobbies at the federal level to improve status of women and organizes women around women's issues across Canada.
* NAC supports free, universally accessible, publicly funded, high-quality non-profit, non-compulsory child care.

Northwestern Ontario Regional Day Care Committee PO Box 144, Thunder Bay Barb Lysnes
Tel/Fax: 807-345-8803

* Membership based organization comprised of municipal councils, Indian Band daycare centres, professional and voluntary organizations, parents, and labour unions. Provides information on child care issues through regional forums and newsletters.
* Advocates for a comprehensive, high quality, publicly funded, non-profit child care system.Liaison between national and provincial organizations and local groups, voicing Northwestern Ontario perspective.

Other Related Groups

OMSSA (Ontario Municipal Social Services Association)5720 Timberlea Blvd. Unit 100, Mississauga L4W 4W8 Tel: 905-629-3115 Fax: 905-629-1633

* Non-profit voluntary organization whose members include municipal and provincial social services administrators and staff, municipally elected officials, and professionals involved in the delivery of social services.
* Attempts to influence and enhance the quality of services in Ontario by recommending changes to existing policies and guidelines, and developing new policy directions.

Ontario Federation of Parent Co-ops
c/o Glebe Parents Daycare 10 Fifth Avenue, Ottawa K1S 5N5
Tel: 613-233-9268

Ottawa-Carleton Child Care Association
Box 15858 Station F, Ottawa K2C 3S7 Tel: 613-733-8208

Reseau ontarien des services de garde 6787 Invader Crescent,
Mississauga L5T 2B7 Tel: 905-564-7878 Fax: 905-564-7879

* Incorporated, non-profit organization founded in 1988.
* Objective is to develop francophone child care services across the province, including non-profit centres, licensed home child care and resource centres to provide francophone families with good quality child care.
* Present membership: 73 Ontario francophone programs.

Umbrella Child Care Services
79 Westbourne Avenue, Scarborough M1L 2Y6 Tel: 416-750-9121

Work and Family Partnership Tel: 613-235-7236

* Offers services to employers such as on site parent education seminars.
* Development and analysis of child care need surveys.
* Consultation towards the development of workplace child care.

Chapter 9 Resources

Further Reading

Alberta, Family and Social Services, *Choosing a Daycare Centre: A Guide for Parents,* Government Document:Edmonton 1991.

Andre,T.,Neave,C.,*The Complete Canadian Day Care Guide.* McGraw-Hill Ryerson, Toronto 1992.

Bredekamp,S., *Accreditation Criteria & Procedures of the National Academy of Early Childhood Programs.* National Association for the Education of Young Children:Washington, 1991.

British Columbia Ministry of Health & Ministry Responsible for Seniors, *Parent's Guide to Selecting Child Care: Selecting and Monitoring of Licensed Child Care.* Government Document: British Columbia 1992.

Delilliers, N., *Choosing the Best Care for Your Child--A Checklist,*Toronto Parent, Volume 3, Number 1:29, 1986

Doherty, G.,*Addressing the Issue of Lack of School Readiness in Preschoolers. Discussion document for Prosperity Secretariat Meeting*: Ottawa, Ontario, 1992.

Doherty, G., *Factors Relating to Quality in Child Care: A Review of Literature.* Ontario Ministry of Community and Social Services: Toronto, Ontario, March 1991.

Doherty, G., *Quality Matters in Child Care*, Jesmond Publishing: Huntsville, Ontario 1991.

Friendly, M., Rothman, L.,& Oloman, M.,*Child Care for Canadian Children and Families*: A Discussion Paper. Canada's Children Conference: Ottawa,Ontario,1991.

Friendly, M.,*Moving Towards Quality Child Care: Reflections on Child Care Policy in Canada in Canadian Journal of Research in Early Childhood Education*, 1990.

Fruman, L.,*A Consumers Guide to Day Care*.Toronto Star, April 25,1988.ID#3328

Glass, R.,Martin, B., *Quality Indicator Checklist*. Ryerson Polytechncial Institute, School of Early Childhood Education: Toronto.

Further Reading

Health and Welfare Canada, *Choosing a Daycare Service-The Day Care Centre- The Day Care Home*. Government Document, 1979.

Kaiser, B.,Rasminsky, J., *The Daycare Handbook: A Parents's Guide to Finding and Keeping Quality Daycare in Canada*. Little, Brown and Company (Canada) Ltd: Toronto, 1991.

Lero, D.,Goelman, H. Pence, A.R., Brockman,L.,& Nuttall, S. *Parental Work Patterns and Child Care Needs*. Ottawa: Statistics Canada, 1992, Cat.No.89-529E, Tables 52,59,60.

Manitoba Community Services, *Quality Child Care-A Parent's Guide: Day Care*, Child Day Care, Government Document: Winnipeg.

Ministry of Community and Social Services, *Child Care Information Package for Parents*. Government Document:Toronto, 1993.

Ontario Ministry of Community and Social Services, *Daycare: Tips on How to Find and Buy Daycare for Your Child*-(pamphlet), Government Document, Parental Choice.

Sissions, B.L,& Black, H. McDowall, *Choosing With Care: The Canadian Parent's Practical Guide to Quality Child Care for Infants and Toddlers*. Addison-Wesley Publishers Ldt.:Toronto, 1992.

OCBCC Publications

The Child Care Management Guide, Jane Bertrand. A comprehensive guide for boards of directors, educators, students and staff involved with child care. Using a hypothetical child care program as a model, the book provides detailed and practical information on all aspects of a centre's operation and management. Also covered are: legal issues, advocacy and evaluation. The book includes an annotated bibliography, index and numerous sample agreements, checklists and standard forms. Also available in French. $40

Putting the Pieces Together: A Child Care Agenda for the 90s. This book is a collection of papers and speeches presented at a national child care conference of the same title, by some of the most respected names working in the field of social and economic policy. Placing child care in the big picture, as part of Canada's social, economic and public policy; the papers provide an overview for the establishment of a national child care program. Included are funding strategies; the development of national standards; staffing needs and federal/provincial jurisdictions. $25

Employers, Unions and Child Care, Jane Bertrand. How employers and unions can support the development of public policy for a comprehensive child care system including family support benefits, early child care and education services. This publication also provides a history of employer and union involvement in social policy developments. $7.50

Strategies for Working Families, Alice de Wolf. This book examines current, dramatic changes in the relationship between employment and caring responsibilities in Canada. Its review and analysis of Canadian statistics and international comparisons, and its discussion of family leave, shorter work time and workplace service options combine to make it a unique and valuable resource. It is designed as a convenient reference for union and community activists, policy planners and students. $12.50

Pay Equity Kit. Sorting out all the Pay Equity rules and regulations and developing your own comparison system can literally take months of staff and board time. The Child Care Network has done the work for you with a Pay Equity Kit designed especially for community based child care programs. Consultants can charge up to $1,200 a day for the same information this kit provides. The Pay Equity Kit can be used by child care agencies, group programs, private home child care agencies, resource centres and toy lending libraries. OCBCC Network Members $55: Non- members $110

OCBCC Publications

Child Care Challenge. This quarterly publication features up to date information concerning child care issues and events in Ontario and Canada. Each issue contains current information about what's new for child care in Ontario. Included is a Federal update section, information on developments at the municipal level, an opinion section, new publications and a calendar of events. $20

Network News. Free newsletter for Child Care Network members. Published eight times a year.

Exploring Environments. Read the writings of Canadian child care professionals. If you are a front line staff, educator, policy maker, manager, college or university faculty, child care advocate or someone concerned about the well being of kindergarten and school-age children, this is your newsletter. Published three times a year. $15

Caring for Play: The School and Child Care Connection, Noel Young. New from *Exploring Environments*; a guide for child care professionals and elementary school principals involved in child care for kindergarten and school-age children. This book includes historical, demographic, administrative and program information. $15

Kids Not Cash: Non-Profit Child Care, November, 1987. Produced jointly by the Ontario Coalition for Better Child Care and the Ontario Federation of Labour. Report based on the province-wide tour studying child care needs. $8

Fall Policy Forum, November, 1989. This detailed discussion paper covers the whole range of issues in child care, examines a number of different policy options and ends with a series of key recommendations. $7

Community-Parent Education and Training Project (C-Pet), November, 1989 A survey of key informants involved with parent community boards of directors for non-profit child care services in Ontario, 1989. $5

Child Care in Ontario: Making the Shift to the 90s, October, 1990. This is a working paper outlining key elements and cost assumptions for a new strategy for child care. $3

Towards a High Quality Child Care System in Ontario: Why Commercial Child Care is Not the Way to Go, March, 1991. This document outlines party policy on commercial care and other group's policy positions. Compares wages and working conditions by auspice. Looks at the Yukon where a conversion policy was instituted. $3

Issues in Pay Equity for Child Care Workers, May, 1991. Overview of pay equity as it specifically applies to child care workers. Look at job-to-job proxy and proportional value comparisons. $3

Briefs to the Ontario Government

Kindergarten and School-Age Children...Who Cares?, January, 1994. This paper examines the range of school services which have evolved over the past century in the context of the changing world of Ontario families and children. The purposes of these services is analyzed together with the policy framework which shapes their operation. $5

Day Care Deadline 1990, Spring, 1981. Brief to the Government of Ontario on the future of day care services in Ontario. $7.50

Brief to the Government of Ontario on the Daycare Services in Ontario, April, 1984. $3

Brief to Standing Committee on Social Development of Ontario, September, 1984. $3

Time For A Change, October, 1985. A brief to the government of Ontario. $3

Pay Equity in the Public and Private Sector, March, 1986. Brief to the Ontario Standing Committee on Administration of Justice. $3

Still Time For Change, October, 1986. A brief to the government of Ontario. $3

Development of Non-Profit Child Care in Ontario, April, 1987. Brief to the Select Committee on Health. $5

The Times They Are A-Changing, November, 1987. Presentation at annual Queen's Park Lobby. $7.50

Briefs to the Ontario Government

Response to New Directions for Child Care, June, 1987. Response to Ontario Government policy paper. $5

Vision of Change, October, 1988. Presentation at annual Queen's Park Lobby. $3

Finance and Economic Affairs. Brief to the Ontario Standing Committee, 1990 - 1991. $5

Child Care and Education, February, 1990. Brief to the Ontario Select Committee on Education. An argument for the "seamless" day, linking child care and education. $5

School Age Child Care: Short Term Reform Package, August, 1991. A response to Ministry of Community and Social Services recommendations to amend the Day Nurseries Act. $1.50

Time for Child Care Reform, December, 1991. Brief presented to the 8th Annual Queen's Park Lobby. $3.50

Labour Law Reform: Quantity and Quality, February, 1992. Presentation to the Consultation on Reform of the Labour Relations Act. $3

Employment Equity: Working Toward Equality, February, 1992. Presentation to the Consultations on Employment Equity. $3

The Tinkering is Over: The Case for Reform, March, 1992. Presented to the Ontario Standing Committee 1991-1992. $1.50

Child Care is Essential to Economic Renewal, March, 1992. Brief to the Government of Ontario Pre-Budget Consultation. $3

On the Road to Reform: Response to Setting the Stage, June, 1992. The Coalition's response to the government's consultation paper on child care reform. The paper reflects feedback from twelve public meetings held throughout the province, attended by a broad range of individuals and organizations with an interest in child care. $7.50

Labour Law Reform, August, 1992. Response to Bill 40. Presented to the Legislative Committee Hearing on Bill 40. $3

Pay Equity and Child Care, January, 1993. A response to Bill 102-An act to amend the Pay Equity Act. $5

Child Care Reform in Ontario, January, 1993. A working paper on management, funding and cost recovery in a reformed child care system. $5

Child Care Reform Can't Wait, May, 1993. Presented to MPPs at the 9th annual Queen's Park lobby. $5

Response to Turning Point, November, 1993. A response to the Provincial White Paper on Social Assistance Reform. $3

Briefs to the Federal Government

Paid Parental Leave Policies: Can Canada's Unemployment Insurance Scheme Meet the Challenge?, January, 1986. Brief to the Federal Commission of inquiry on Unemployment about present and future parental leave policies by the Federal government. $5

Smoke & Mirrors? or a New Federal Child Care Plan, December, 1987. Brief to the Federal Government National Strategy on Child Care. $3

Bill C-144: A Backward Step for Child Care, September, 1988. Brief to the Federal Standing Committee. $5

Presentation to the Select Committee on Education, February, 1990. $3

Bill C-62: Dig Deeper, July, 1990. Brief to the Senate Standing Committee on Banking, Trade and Commerce on the Proposed Goods and Services Tax. $3

Presentation to the Standing Committee on Human Resources Development, March 8, 1994. $3

Child Care: Myths and Realities: Ontario, 1986. Parents, child care staff, and experts from across Ontario argue the need for a comprehensive child care system and examine the attitudes and opinion which work against universal child care.

Child Care Desperation: Guelph, 1986 Looks at the high cost of child care and how parents deal with the issue of affordability.

Videos

The Bottom Line: Hamilton, 1986 Examines the impact of low staff wages and lack of benefits on the quality of child care that child care staff are able to provide.

Pour Sauver Notre Garderies: Hearst, 1986 The only child care centre in the francophone town of Hearst is threatened with closure. Parents, staff and community members talk about why the centre must be saved.

Who's Sharing the Caring? Child Care in Windsor, 1986 Parents talk about the difficulties of finding the affording good child care. The video also takes a look at the experience of child care staff in a profit-making centre, and what that means for parents and children.

Time for Change: Sarnia, 1986 A look at the child care situation in Sarnia.

Searching for Something Better: County of Leeds Grenville, 1986 A look at the lack of licensed child care in a rural area and the effects of reliance on informal child care on families.

Day Care in Sioux Lookout, Thunder Bay, 1986 An overview of child care problems in Sioux-Lookout.

Day Care in Northern Ontario: The Marathon Experience Thunder Bay, 1986 A look at the child care needs of a northern Ontario community.

The Price of Profit. (dir.) Antony Anderson, 1987. Asks the fundamental question about child care: Who do we want running our day care centres--business people motivated primarily by the quest for profit? Or, parent and community boards who have a real and vested interest in their children's welfare? Speaking for the non-profit side, Susan Colley, of the Ontario Coalition for Better Child Care, argues that it is impossible to make a profit from child care without lowering standards of care. This video uses footage from all across Canada, paying special attention to Alberta, the province with the largest proportion of profit-making daycare centres.

The Child Care Mosaic. (dir.) Susan Colley, Action Day Care, 1987. Using footage from across Canada, The Child Care Mosaic serves as a comprehensive introduction to the major issues surrounding child care; affordability, accessibility and quality. The video argues that all three issues must be dealt with if we are ever to create the childcare system we need and want. The Child Care Mosaic draws on a series of anecdotes and personal interviews with working parents from a variety of backgrounds and regions.

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Videos

Stitching It Together: A Daycare Centre for Toronto's Fashion Industry. (dir.) Susan Colley, Action Video, 1988. This video details how employers, employees and the government cooperated to meet the needs for child care in Toronto's downtown fashion district.

For more information about publications and videos, please contact the Ontario Coalition for Better Child Care, 500A Bloor St. W., 2nd Floor, Toronto, Ont. M5S 1Y8 (416) 538-0628.

The Ontario Coalition for Better Child Care

The Ontario Coalition for Better Child Care is a province wide organization dedicated to a system of comprehensive, universally-accessible, high-quality, non-profit, non-compulsory, publicly-funded child care in Ontario.

The Coalition is composed of early childhood educators, child care programs, teachers, social service workers, unions, women's groups, students and parents.

The Ontario Coalition for Better Child Care believes that:

- All children should have access to comprehensive and high quality child care services regardless of family income or parents' employment status. Parents should determine the nature and extent or their children's participation.
- Child care services should be comprehensive, high quality, licensed and regulated and should reflect the best current knowledge about early childhood development as well as the varied cultural and linguistic backgrounds of Canadian families.
- Parents should have an active and significant role in determining the child care environment.
- Parents and staff involved in the provision and delivery of child care services should be involved in the decision-making process.
- Child care services should be incorporated non-profit organizations in order to maximize the use of public funds.
- Child care employees should receive salaries and benefits commensurate with the value of their work and educational qualifications.
- Services must be provided to all, in a manner free from bias and without regard to political or religious affiliation, national orgin, race, sex, sexual preference, disability, or social position.

ONTARIO COALITION FOR BETTER CHILD CARE

The Voice for Child Care in Ontario

Annual General Membership

❒ Students/Unwaged	$15.00
❒ Child Care Workers	$25.00
❒ Individuals	$40.00
❒ Groups (Union locals, local child care coalitions etc.	$45.00
Provincial Organisations:	
❒ Up to 50 members	$50.00
❒ 51 to 200	$75.00
❒ 201 - 1,000	150.00
❒ 1001 - 5,000	400.00
❒ More than 5,000	500.00

Annual Child Care Network Membership

❒ Child Care Centres	$125.00 (+ $1 per licensed space)
❒ Home Child Care Agencies	$75.00 (+ $1 per home)
❒ Support service agency:	$250.00
❒ Special constituency organization:	$250.00
❒ Other unlicensed child care related programs i.e. resource centres, drop-in centres, toy lending libraries.	$50.00

Call us to find out what benefits/publications your organisation & staff get by joining the Child Care Network.

PAYMENT:

❒ Enclosed $ _____ ❒ Cheque ❒ Master Card No. _____

Expiry date: ___ /___ /___ _____

Name: _____

Address: _____

Province: _____ Postal: _____ Phone: _____ Fax: _____

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Printed Name: Kerry McCuaig	Organization: The Ontario Coalition for Better Child Care
Address: 5004 Bloor St. W. 2nd Flr. Toronto, Ontario M9A 1X8 Canada	Telephone Number: (416) 538 0628
	Date: Feb 08/95

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